

Chief Robert Uranich

From: Chief Robert Uranich
Sent: Friday, March 25, 2016 9:48 AM
To: tmmelody@ktjlaw.com
Subject: Emailing: scan0003
Attachments: scan0003.pdf

Your message is ready to be sent with the following file or link attachments:

scan0003

Note: To protect against computer viruses, e-mail programs may prevent sending or receiving certain types of file attachments. Check your e-mail security settings to determine how attachments are handled.

[REDACTED]

Jan 7 12:27 AM

Went to voicemail N why not be nice? You've never done me wrong

Jan 7 12:28 AM

[REDACTED]

Jan 7 12:29 AM

Kk

Jan 7 12:30 AM

[REDACTED]

Jan 7 12:33 AM

[REDACTED]

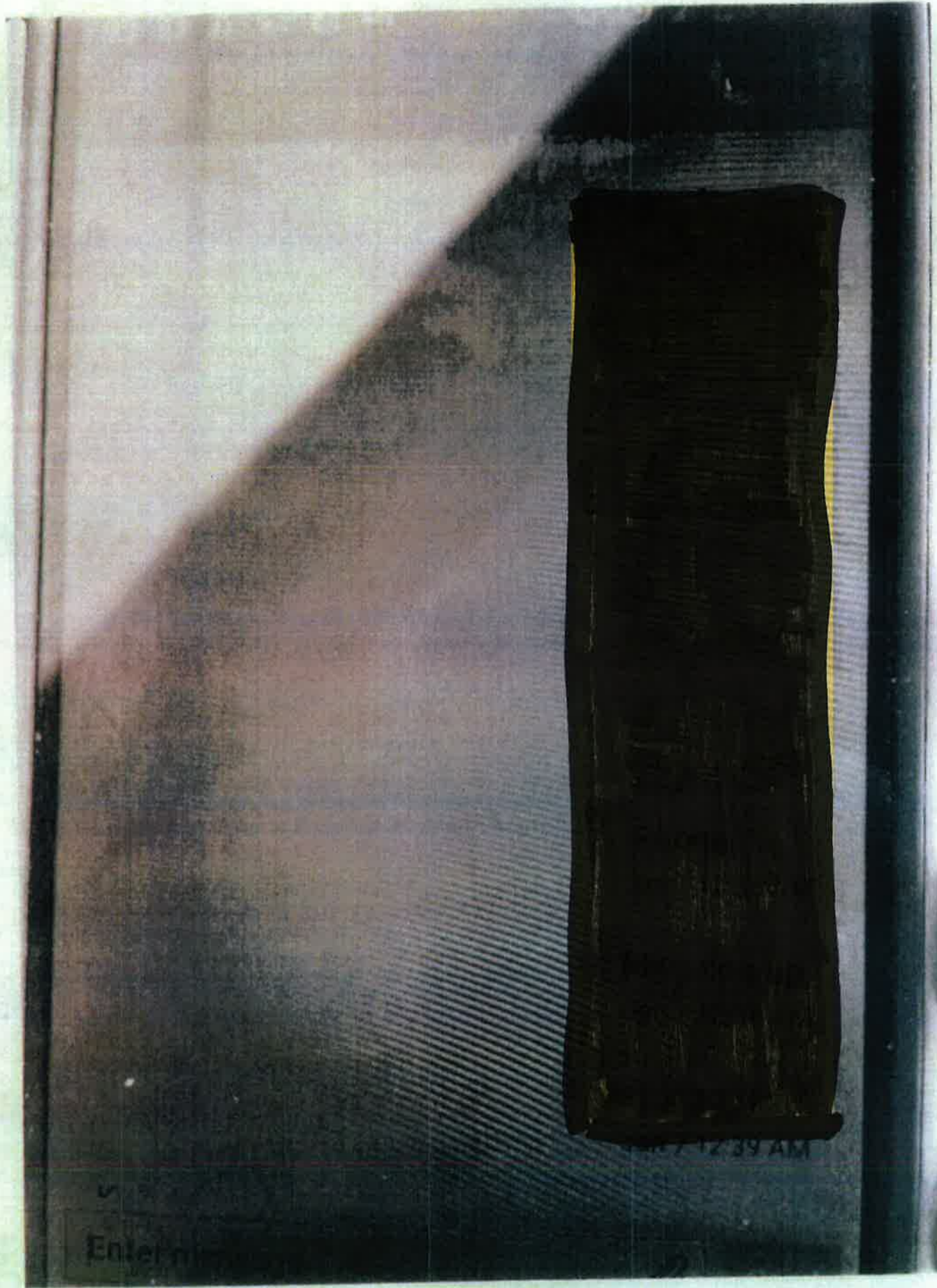
Jan 7 12:34 AM

If I'm not busy jus txt me when ready

Jan 7 12:34 AM

J

Enter message



12:39 AM

Enter

[REDACTED]

Jan 7 12:39 AM

[REDACTED]

Jan 7 12:39 AM

Yes

Jan 7 12:39 AM

[REDACTED]

Jan 7 12:40 AM

Ya

Jan 7 12:40 AM

[REDACTED]

Jan 7 12:40 AM

[REDACTED]

Jan 7 12:40 AM

40 A

[REDACTED]

[REDACTED]

[REDACTED]

Jan 7 1:22 AM

[REDACTED]

Jan 7 1:24 AM

Enter message



WYB
1:24 AM

[REDACTED]

Jan 7 1:25 AM

Wys

Jan 7 1:30 AM

[REDACTED]

Jan 7 1:31 AM

?

Jan 7 1:33 AM

[REDACTED]

Jan 7 1:33 AM

[REDACTED]

Jan 7 1:34 AM

Got nothin

Jan 7 1:34 AM

Enter message

?



[REDACTED]

Jan 7 1:48 AM

I got no more cash on me :/ sorry

Jan 7 1:49 AM

[REDACTED]

Jan 7 1:50 AM

[REDACTED]

Jan 7 1:50 AM

I got the cigs already all I had left

Jan 7 1:50 AM

Txt my other phone
this gna die

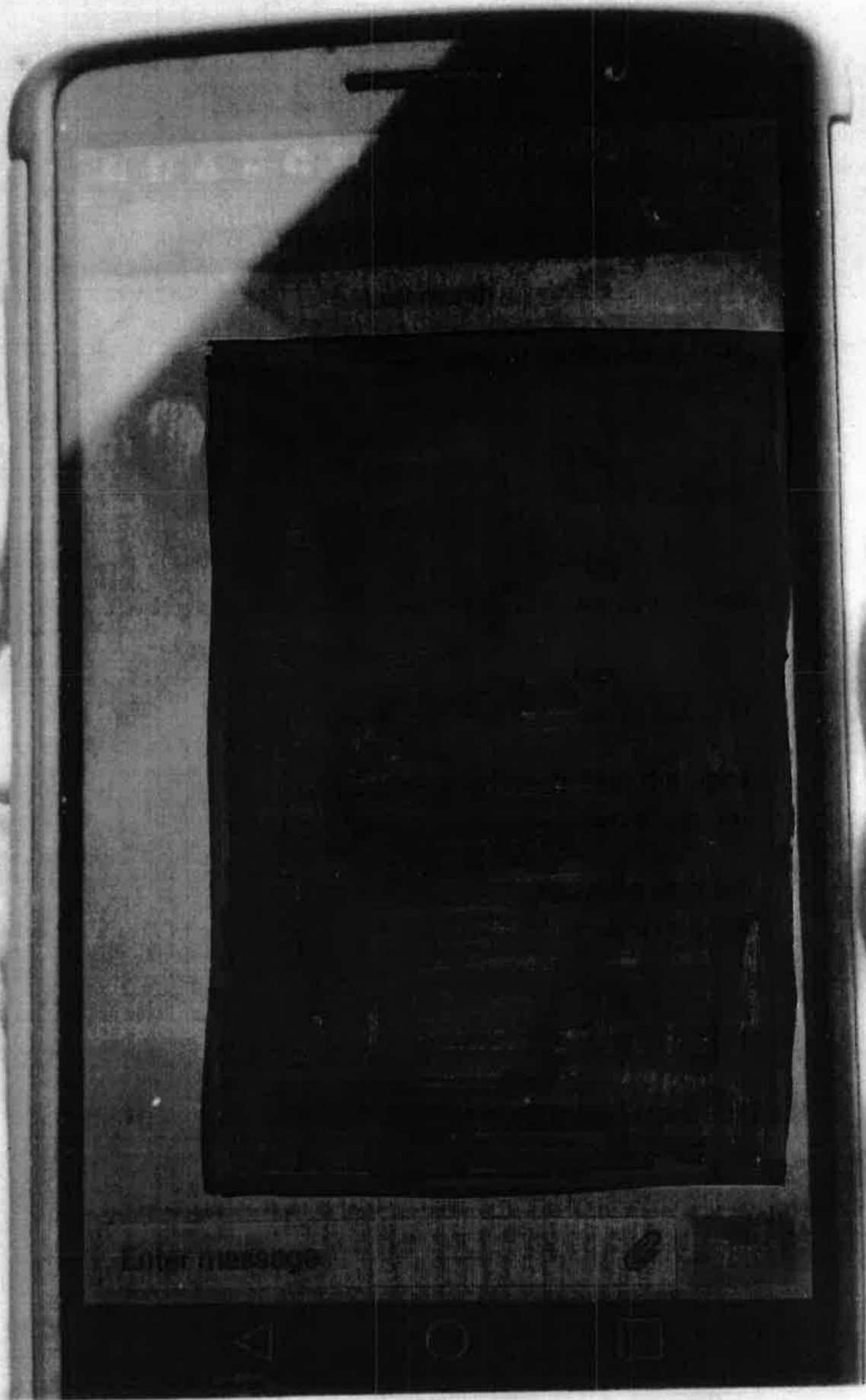
[REDACTED]

Jan 7 1:54 AM

Last month

[REDACTED]

Jan 22 11:49 PM





haven said sh n haven't worked for
a month

1st 1751 PM

7. Self-Assigned Police Action

Undertaking of self assigned police action. (For the purposes of this article, "self assigned", means action taken at the discretion of a member of the Department under less than emergency circumstances, or action initiated by any member of the Department without the request, direction or by the instruction of a superior.) All emergency self-assigned police action shall, within 24 hours of the commencement, be reported in writing to the Chief of Police.

8. Prohibited Association / Frequenting

Frequenting or associating with persons, organizations, or places with bad reputation, unless necessary for police business, where such associating or frequenting would be detrimental to the image of the Department or the City of LaSalle. To this end, personal association with persons who have been convicted of a felony within the last five years or who are under criminal investigation or indictment, or who have an open or notorious reputation in the community for felonious activity is prohibited.

9. Cooperation with Police Investigation

Failure to fully cooperate with a police investigation. (Nothing in this section shall be in violation of one's federal or state constitutional rights.)

10. Firearms Use / Display

Drawing or displaying of a firearm in any place except for necessary inspection or use. Officers firing a gun or weapon accidentally or intentionally except on a target range, shall report the same in writing to the Chief of Police. Officers shall not intentionally fire their guns or weapons, except as authorized by law or at a firearms range/facility.

11. Public Criticism of the Department

Public criticism of the Department, its policies or members by talking, writing or expression, is defamatory, is obscene, is unlawful, tends to impair the operation of the Department by impairing it's efficiency, interfering with the ability of supervisors to maintain discipline, or having been made with reckless disregard with truth or falsity. To this end, employees and members shall make maximum utilization of the grievance procedure of the Department as described by the General Orders / Collective Bargaining Agreement of the Department or the City of LaSalle.

12. Divulgence of Department Business

Discussion of the operations and official business of the Police Department which is of a confidential nature without the permission of a superior. (For purposes of this section, all Department documents and orders are to be considered confidential unless otherwise directed by a superior. This section does not apply to orders that are of such nature that they must be communicated to others.)

13. Department Correspondence

Entering into official Department correspondence with anyone or any agency outside the Department, except with the approval of the Chief of Police. All official Department communications, by telephone, e-mail, internet or otherwise, outside the City of LaSalle without the permission of a superior is prohibited.

14. Political Utilization of Official Position

Utilization of one's official position with the Police Department for political purposes. To this end, the use of one's official position for a non-duty related involvement in an election is prohibited. Nothing in this section should be construed to prohibit a member of the Department from, as a private citizen, exercising his right of suffrage, casting a vote or expressing one's opinions privately, being delegates to, or members of, a political caucus or taking part in a political canvassing.

15. Destruction / Defacing of Official Notices

Destroying or defacing any official written notice relating to police business. The posting or circulating of any notices of a non-official derogatory character relating to any personal, group or police activity is prohibited.

16. Personal Appearance

Failure to have a neat, clean personal appearance, which adversely reflects upon an individual's competency, efficiency and pride as a member of the Police Department and the ability of the City of LaSalle and the Department to foster and enhance a needed professional, efficient, effective image / posture. To this end, the wearing of an improper uniform, failure to carry all necessary equipment in good order is prohibited.

17. Professional Image

Failure to work diligently or with bearing consistent with the image of a professional police officer, said to include, but not necessarily limited to:

22. Unauthorized Persons in Police Vehicles

Allowing unauthorized persons to ride in police vehicles. Unauthorized persons are those who are not police personnel, prisoners or on official, (authorized), police business. A superior must approve any other persons

23 Duty to Orders

Failure to read, understand and comply with all rules and regulations, general and special orders, policies and procedures of the Department, written or verbal orders of a superior. To this end, it shall be considered to be neglect of duty to fail to enquire of a superior until the matter is resolved, any questions as to the meaning and application of any law, rule or regulation, general or special order, policy or procedure, written or verbal order.

24 Personal Business

Consistently receiving personal mail, visitors, telephone calls or utilization of departmental telecommunications equipment for non-duty related purposes

25. Courtroom Demeanor

Unprofessional courtroom demeanor. For purposes of this section, officers should be punctual, properly dressed and prepared, (to include consultation with the prosecutor and processing pertinent police reports, notes and evidence.) At all times members of the Department shall maintain a respectful attitude towards the court and both of the counsels. Should one be requested/subpoenaed to testify for the defense in any trial or hearing or against the City of LaSalle or Department in any hearing or trial, the one so requested/subpoenaed shall notify the Chief of Police in writing, upon receipt of the request/subpoena

26 Truthfulness / Cooperation

Testifying, making reports or conducting police business in a less than truthful and/or cooperative manner

27. Department Records / Reports / Citations

Stealing, altering, forging or tampering with any kind of police record, report or citation. To this end, the removal of any record, card, report, letter, document or other official file from the Department, except by process of law or as directed by the Chief of Police or a superior, is prohibited. Additionally, the obtaining and/or duplicating or an attempt to obtain or duplicate any information from Department

- Protecting the image of the Department.
- Avoiding impairment of On Duty performance.
- Officially notify the Chief of Police in writing of the Off Duty Employment, including the name, address, phone number, contact person, type of work being performed and date employment began.

All outside employment activity in the capacity as a law enforcement officer will be considered as regular law enforcement work and will be carried out in compliance with the rules and regulations, general and special orders of this Department.

33. Gifts

Soliciting or accepting any gift / gratuity from a host or donor, if the employee knows or has reason to believe that the host or donor is seeking to influence the member/ employee's performance of an official duty, has an interest with which may be substantially affected by the performance of an official duty, has a substantial interest in an enterprise which is licensed or regulated by the City of LaSalle or has a pending matter before the City of LaSalle or the judiciary. No member or employee of the Department shall receive any gift or gratuity without the written permission of the Chief of Police.

34. Conduct

Engaging in conduct, on or off duty, which adversely affects the morale of the Department, or in the alternative, engaging in conduct, on or off duty, which has a tendency to destroy public respect for the employee and/or the Department and/or destroy confidence in the operation of the City of LaSalle service.

35. Neglect of Duty

Neglect of duty. To this end, there shall be no failure to give suitable attention to the performance of duty. Examples include, but are not limited to; Failure to take appropriate action on the occasion of a criminal offense, disorder or other act or condition deserving police attention; absence from one's assignment during a tour of duty; failure to perform duties or comply with any rule or regulation, general or special orders; or failure to conform to Department operating policies / procedures.

36. Prompt Performance of Duty

Failure to promptly perform as directed all lawful duties required by constituted authority, notwithstanding the general assignment of duties and responsibilities.

37. Insubordination

Insubordination which shall include, but not be necessarily limited to, any failure or deliberate refusal to obey a lawful order given by a superior, or any disrespectful, mutinous, insolent or abusive language or action toward a superior, whether in or out of the presence of the superior.


38. Buying / Selling / Receiving

Buying, selling or receiving of anything of value, from or to any complainant, suspect, witness, defendant, prisoner or other person involved in any case which has come to the attention of, or which arose out of, Department employment, except as may be specifically authorized by the Chief of Police.

39. Solicitation of Favorable Acts

Soliciting anyone to intercede with the Chief of Police, City Council or its members, legislative body, Police and Fire Commission or any elected appointed official in relation to promotions, Departmental assignment, disposition of pending charges or findings on a disciplinary proceeding. Nothing in this section shall be construed to be applicable to licensed attorneys at law of the State of Illinois, when representing an employee / member of the Department.

40. Misconduct Known to Department Personnel

 failure to report a fellow Department member or employee's violation of the law, rule or regulation, policy or procedure, general or special order. To this end, all such violations shall be reported, in writing, to a superior in the Department.

41. Physical / Mental Condition

Lack of maintenance of good physical / mental condition which interferes with the proper handling of Departmental business.

42. Termination of Duty / Assignment

Termination of duty / assignment unless properly relieved or dismissed by constituted authority.

43. Possession of Keys

Possession of keys, pertaining to Department business or obtained under Department authority, not one's own without the approval of the Chief of Police.

44. Internal Investigations

Failure to answer questions, respond to lawful orders, to render material and relevant statements, in an internal Department investigation when such orders, questions and statements are directly related to job responsibilities. Nothing in this section shall be construed as to be a violation of one's federal or state constitutional rights

45. Participation in Civil Matters

Giving depositions, affidavits or appearing as a witness in a civil matter stemming from one's official duties as a Department member without the knowledge of the Chief of Police.

46. Leaving the City of LaSalle

Going beyond the City of LaSalle corporate limits while on duty, unless in the performance of actual police duty, or upon the direct order of a superior

47. Rendering Aid

Failure to render aid or furnish information as is consistent with one's duty. To this end, a Department member / employee shall furnish one's name and badge number in a respectful manner, when so requested.

48. Loss of Property / Reporting

Failure to promptly report to the Chief of Police, or his designated agent, the loss of any City of LaSalle property / equipment that has been furnished the individual.

49. Recovered Property / Evidence

Failure to turn over to the designated agent of the Department, (Evidence Locker System), all lost, stolen, recovered, abandoned or evidentiary material which comes into the possession of a Department member as a result of the performance of Departmental duties. To this end, all such material shall be turned over prior to the completion of the tour of duty during which the material came into the possession of the member of the Department, accompanied by all applicable paper work

65. Leads Inquiries

It shall be a violation of Rules and Regulations of this Department and the Policy of the State of Illinois and a violation of State Law for anyone to unlawfully or without authorization make inquiries into the LEADS or NCIC computer systems.

The Leads computer system shall not be used for private benefit of oneself or the benefit of another. Any and all dissemination of any data obtained from LEADS or NCIC shall be in complete compliance with the Rules, Regulations and Policy of the LEADS and NCIC computer systems.

Violations of this policy will result in disciplinary action, up to and including Termination and Criminal Prosecution.

66. Personal Use of Cell Phones / Distracted Driver

Employees shall not make regular use of cell phones for personal business while engaged in the performance of their duties. While employees may engage in infrequent and brief use, it shall always be done in a manner that will not interfere in the performance of their duties. Employees driving Department vehicles will not engage in personal cell phone calls while operating the vehicle. Employees using cell phones for official business will always do so in a safe manner.

Other Wireless Communication Devices / Distracted Driver

1. Other wireless communication devices are any wireless electronic communication device, with the exception of a cellular phone that provides for voice or data communication between two or more parties, including but not limited to a personal digital assistant that sends or receives messages, an audio-video player that sends or receives messages, or a laptop computer.

2. No employee may use other personal wireless communication devices while working without authorization of the Chief of Police or his designee.



LaSalle Police Department

LaSalle County, Illinois
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Robert Uranich
Chief of Police

DETECTIVES
Ptl. Mike Smudzinski
Ptl. Jason Quinn

GENERAL ORDER

Date of Issue: 08-13-13 Effective Date: 08-13-13 General Order No. #58

Subject: **Social Media**

PURPOSE: The LaSalle Police Dept. endorses the secure use of social media to enhance communication, collaboration and information exchange; streamline processes; and foster productivity. This policy establishes the department's position on the utility and management of social media and provides guidance on its management, administration and oversight. This policy is not meant to address one particular form of social media; rather social media in general, as advances in technology will occur and new tools will emerge.

POLICY: Social media provides a new and potentially valuable means of assisting the department and its personnel in meeting community outreach, problem-solving, investigative, crime prevention and related objectives. This policy identifies potential uses that may be explored or expanded upon as deemed reasonable by administrative and supervisory personnel. The department also recognizes the role that these communication tools play in the personal lives of some departmental personnel. The personal use of social media can have an impact on departmental personnel in their official capacity. As such, this policy provides information of a precautionary nature as well as prohibitions on the use of social media by departmental personnel.

PROCEDURE: All personnel shall be responsible for the procedures set forth in this order.

By Order of:


Robert Uranich
Chief of Police

DEFINITIONS:

Blog: A self-published diary or commentary on a particular topic that may allow visitors to post responses, reactions, or comments. The term is short for "Web log."

Page: The specific portion of a social media website where content is displayed, and managed by an individual or individuals with administrator rights.

Post: Content an individual shares on a social media site or the act of publishing content on a site.

Profile: Information that a user provides about himself or herself on a social networking site.

Social Media: A category of Internet-based resources that integrate user-generated content and user participation. This includes, but is not limited to, social networking sites (Facebook, MySpace), microblogging sites (Twitter, Nixle), photo- and video-sharing sites (Flickr, YouTube), wikis (Wikipedia), blogs, and news sites (Digg, Reddit).

Social Network(s): Online platforms where users can create profiles, share information, and socialize with others using a range of technologies.

Social Networking: Is defined as social network sites that use Internet services to allow individuals to construct a public or semi-public profile within that system, define a list of other users with whom they share some connection, and view and access their list of connections and those made by others within that system. The type of network and its design vary from site to site. Examples of the types of Internet based social networking sites include: blogs, networking sites, photo sharing, video sharing, microblogging, podcasts, as well as comments posted on the sites. The absence of, or lack of explicit reference to a specific site does not limit the extent of the application of this policy.

Speech: Expression or communication of thoughts or opinions in spoken words, in writing, by expressive conduct, symbolism, photographs, videotape, or related forms of communication.

Web 2.0: The second generation of the World Wide Web focused on shareable, user-generated content, rather than static web pages. Some use this term interchangeably with social media.

Wiki: Web page(s) that can be edited collaboratively.

DEPARTMENT AUTHORIZED USE

A. Department Strategy

1. Where possible, each social media page shall include an introductory statement that clearly specifies the purpose and scope of the department's presence on the website.
2. Where possible, the page(s) should link to the department's official website.
3. Social media page(s) shall be designed for the target audience(s).

B. Procedures

1. All department social media sites or pages shall be approved by the Chief of Police or his designee and shall be administered by the Investigations Division or as otherwise determined by the Chief of Police.
2. Where possible, social media pages shall clearly indicate they are maintained by the department and shall have department contact information prominently displayed
3. Social media content shall adhere to applicable laws, regulations, and policies, including all information technology and records management policies.
 - a. Content is subject to public records laws.
 - b. Relevant records retention schedules apply to social media content.
 - c. Content must be managed, stored, and retrieved to comply with open records laws and e-discovery laws and policies.
4. Wherever possible, social media pages should state that the opinions expressed by visitors to the page(s) do not reflect the opinions of the department.
 - a. Pages shall clearly indicate that posted comments will be monitored and that the department reserves the right to remove obscenities, off-topic comments, and personal attacks.
 - b. Pages shall clearly indicate that any content posted or submitted for posting is subject to public disclosure

C. Department-Sanctioned Use

1. Department personnel representing the department via social media outlets shall do the following:

a. Conduct themselves at all times as representatives of the department and, accordingly, shall adhere to all department standards of conduct, including all policies, rules and procedures, and observe conventionally accepted protocols and proper decorum.

b. Identify themselves as a member of the department.

c. Refrain from statements about the guilt or innocence of any suspect or arrestee, or comments concerning pending prosecutions, nor post, transmit, or otherwise disseminate confidential information, including, but not limited to photographs or videos, related to department training, activities, or work-related assignments without express written permission of the Chief of Police or his designee.

d. Abstain from conducting political activities or private business.

2. The use of department computers by department personnel to access social media is prohibited without authorization by the Chief of Police or his designee.

3. Department personnel use of personally owned devices to manage the department's social media activities or in the course of official duties is prohibited without express permission of the Chief of Police or his designee.

4. Personnel shall observe and abide by all copyright, trademark, and service mark restrictions in posting materials to electronic media.

D. Potential Uses

1. Social media is a valuable investigative tool when seeking evidence or information about:

- a. missing persons,
- b. wanted persons,
- c. gang participation,
- d. crimes perpetrated online (i.e., cyberbullying, cyberstalking); and
- e. information, photos or videos of a crime or criminal activity posted by a participant or observer.

2. Social media can be used for community outreach and engagement by:

- a. providing crime prevention tips,
- b. offering online-reporting opportunities,
- c. sharing crime maps and statistical data, and
- d. soliciting tips about unsolved crimes (i.e., Crimestoppers, text-a-tip).

3. Social media can be used to make time-sensitive notifications related to

- a. road closures,
- b. special events,

- c. weather emergencies,
- d. missing or endangered persons and
- e. in progress calls that pose a potential threat to the community

4. Persons seeking employment and volunteer positions use the Internet to search for opportunities, and social media can be a valuable recruitment mechanism.

5. The department may include Internet based content when conducting investigations, including background investigations of job candidates.

- a. Searches should be conducted by investigative personnel or personnel designated by the Chief of Police.
- b. Persons authorized to search Internet based content are deemed as holding a sensitive position.
- c. Search methods shall not involve techniques that are a violation of existing law
- d. Vetting techniques shall be applied uniformly to all candidates.
- e. Every effort must be made to validate Internet based information considered during the hiring process.

PERSONAL USE

A. Precautions and Prohibitions

Barring state law or collective bargaining agreement requirements to the contrary, department personnel shall abide by the following when using social media:

1. Department personnel are free to express themselves as private citizens on social media sites to the degree that their speech does not impair working relationships of this department for which loyalty and confidentiality are important, impede the performance of duties, impair discipline and harmony among co-workers, negatively affect the public perception of the department, or violate any policy, rule or procedure of the department or the City of LaSalle.

2. As public employees, department personnel are cautioned that speech on or off duty, made pursuant to their official duties; that is, speech that owes its existence to the employee's professional duties and responsibilities; is not protected speech under the First Amendment and may form the basis for discipline if deemed a violation of any policy, rule or procedure of the department or the City of LaSalle. Department personnel should assume that their speech and related activity on social media sites would reflect upon their office, the City, and this department.

3. Department personnel shall not post, transmit, or otherwise disseminate any information to which they have access because of their employment without written permission from the Chief of Police or his designee

4. For safety and security reasons, department personnel are cautioned not to disclose their employment with the department or the Village, nor shall they post information pertaining to any other member of the department or Village employee without their permission. As such, department personnel may not do any of the following:

a. Display department or Village logos, uniforms, or similar identifying items on personal web pages.

b. Post personal photographs or provide similar means of personal recognition that may cause them to be identified as a police officer of this department or Village employee.

c. Officers, who are working, or who may reasonably be expected to work in undercover operations, shall not post any form of visual or personal identification.

5. When using social media, department personnel must be mindful that their speech becomes part of the worldwide electronic domain. Therefore, adherence to the department policies, rules, and regulation and code of conduct is required in the personal use of social media. In particular, department personnel are prohibited from the following:

a. Speech containing obscene or sexually explicit language, images, or acts and statements or other forms of speech that ridicule, malign, disparage, or otherwise express bias against any race, any religion, or any protected class of individuals.

b. Speech involving themselves or other department personnel reflecting behavior that would reasonably be considered reckless or irresponsible.

6. Engaging in speech that is prohibited by this directive, may provide grounds for undermining or impeaching an officer's testimony in criminal proceedings. Department personnel thus sanctioned are subject to discipline pursuant to department rules and regulations.

7. Department personnel may not divulge information to which they have access as a result of their employment; make any statements, speeches, appearances, and endorsements; or publish materials that could reasonably be considered to represent the views or positions of this department or the City without express authorization.

8. Department personnel should be aware that they might be subject to civil litigation for, among other things:

a. Publishing or posting false information that harms the reputation of another person, group, or organization (defamation)

b. Publicizing information about another that places the other before the public in a false light, which is highly offensive to a reasonable person, when done with reckless disregard to the falsity of the publicized matter and the false light

c. Publishing or posting, without their permission, private facts or personal information about someone that has not been previously revealed to the public, is not of legitimate public concern, and would be offensive to a reasonable person

d. Using someone else's name, likeness, or other personal attributes without that person's permission and for commercial benefit

e. Publishing the creative work of another, trademarks, or certain confidential business information without the permission of the owner

9. Department personnel should be aware that privacy settings and social media sites are constantly in flux, and they should never assume that personal information posted on such sites is protected.

10. Department personnel should expect that any information created, transmitted, downloaded, exchanged, or discussed in a public online forum may be accessed by the department at any time without prior notice.

11. Any employee becoming aware of or having knowledge of a posting or of any website or web page in violation of the provision of this directive shall notify his or her supervisor immediately for follow-up action.



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Robert Uranich
Chief of Police

DETECTIVES
Lt. Mike Girton
PII. Mike Smudzinski
PII. Jason Quinn

GENERAL ORDER

Date of Issue: 01-01-06 Effective Date: 01-01-06 General Order No. #3

Subject:
DEPARTMENT DISCIPLINE

PURPOSE: To establish Uniform Disciplinary Procedures

POLICY: This General Order insures that all Officers are aware of this Department's disciplinary authority.

PROCEDURE: Department Discipline shall adhere to the following procedures of this General Order.

By Order of:

Robert Uranich
Chief of Police

DEPARTMENTAL DISCIPLINE

WHO IS SUBJECT TO DISCIPLINARY ACTION.

Any member or employee who violates, or attempts to violate, a law of the United States of America, the State of Illinois, local ordinances; or who violates, or attempts to violate, any rule or regulation, policy or procedure, general or special order, written or verbal order, or, who is incompetent to perform one's duty is subject to appropriate disciplinary action.

DEPARTMENTAL AUTHORITY TO DISCIPLINE.

Final departmental disciplinary authority and responsibility rests with the Chief of Police. Other supervisory personnel may take the following disciplinary measures:

- Oral reprimand
- Written reprimand (subject to approval by the Chief of Police)
- Suspension
- Written recommendation for other penalties

REPORTS OF DISCIPLINARY ACTION TAKEN OR RECOMMENDED

Whenever disciplinary action is taken or recommended (except for oral reprimand), a written report must be submitted immediately containing the following information.

- (1) The name, rank, badge number, and present assignment of the person being disciplined, including specific assignment and hours of assignment.
- (2) The date(s) and time(s) of the misconduct and location(s), indicating on or off duty.
- (3) A complete statement of the facts of the misconduct.
- (4) The punishment imposed or recommended.
- (5) The written signature and position of the preparer and the preparer's position to the member being examined.

DISTRIBUTION OF REPORTS OF DISCIPLINARY ACTION

The report shall be distributed, as follows, by the one imposing or recommending disciplinary action.

- (1) Original and one copy to the Chief of Police, via the chain of command.
- (2) One copy to the subject of the report.
- (3) One copy retained by the supervisor imposing or recommending the action.

INFORMING THE PERSON BEING DISCIPLINED

The member or employee being disciplined shall be informed of the charges, at the time such action is taken.

CITIZEN COMPLAINTS AGAINST DEPARTMENT PERSONNEL

Citizen complaints against members or employees of the LaSalle Police Department shall be recorded (this requires a citizen who files a complaint against a sworn peace officer to support the complaint with a sworn affidavit, i.e. a written statement) and may be investigated by the supervisor in charge, as soon as possible in accordance with the following directions. When the investigation cannot be completed on the date it is received, a preliminary report will be prepared by the supervisor in charge outlining the complaint and his or her actions and delivered to the Chief of Police, via chain of command. Cases involving a supervisor, shall be investigated by the next senior supervisor.

SERIOUS COMPLAINTS OR ALLEGATIONS

If, in the opinion of the supervisor in charge, the incident is of sufficient gravity, the supervisor shall notify the Chief of Police regardless of the hour. In addition, immediate action necessary to preserve the integrity of the LaSalle Police Department, until arrival of the Chief of Police, shall be taken.

INVESTIGATION OF ALLEGED MISCONDUCT

The individual assigned the investigation of an alleged act of misconduct on the part of a member or employee of the Department, shall conduct a thorough and accurate investigation. (All investigation must be completed within thirty (30) day from the date of the incident).

Such investigation shall include formal statements from all parties concerned; when necessary and pertinent, the gathering and preserving of physical evidence pertaining to the case, and all other information bearing on the matter.

SEXUAL HARRASSMENT

The LaSalle Police Department strictly prohibits any type of Sexual Harassment as Defined by the Federal Equal Employment Opportunity Commission (EEOC) and any Other form of unlawful harassment in the work place. Sexual Harassment consists of [Unwelcome sexual advances, requests for sexual favors, or other verbal or physical acts Of sexual or sex-based nature where:

- (1) Submission to such conduct is made either explicitly or implicitly.
- (2) Any employment decision which is based on an individual's acceptance or rejection of such conduct.
- (3) Such conduct interferes with an individual's work performance or creates an intimidating, hostile or offensive working environment.

It is also unlawful to retaliate to take reprisal in any way against anyone who has articulated any concern about sexual harassment or discrimination against the individual. Raising the concern or against another individual.

Sexual harassment is unlawful, and such prohibited conduct exposes not only the LaSalle Police Department, but also individuals involved in such conduct to significant liability under the law. Employees at all times should treat other employees respectfully and with dignity in a manner so as not to offend a co-worker. Accordingly, the LaSalle Police Department is committed to vigorously enforcing Sexual Harassment at all employment levels.

The LaSalle Police Department provides employees with a convenient confidential, and reliable mechanisms for reporting incidents of sexual harassment and retaliation. When reporting incidents of Sexual Harassment, employees will advise their immediate supervisor of the incident. If any supervisor is involved in the incident, the employee will report the incident directly to that supervisor's immediate supervisor. If the incident involves the Chief of Police the matter may be reported directly to the Mayor of the City of LaSalle.

REPORTS OF INVESTIGATION OF ALLEGED ACTS OF MISCONDUCT

Alleged acts of misconduct must be investigated and results of the investigation must be reduced to a written report.

The investigator shall summarize the pertinent facts, including,

- (1) Summary of the complaint or alleged act of misconduct.
- (2) Pertinent portions of the statements of all parties to the incident.
- (3) A description of the incident, physical evidence and other evidence important to the case.
- (4) The observations and conclusions of the investigating officer.

CONCLUSION OF INVESTIGATION INVOLVING DEPARTMENT MEMBER/EMPLOYEE

All investigations of Department members of employees accused of misconduct will conclude with one of the following findings:

- Unfounded:** The investigation indicates that the act, or acts complained of, did not occur or failed to involve police personnel.
- Exonerated:** Acts did occur but were justified, lawful and proper.
- Not Sustained:** Investigation fails to discover sufficient evidence to clearly prove, or disprove, the allegations made in the complaint.
- Sustained:** The investigation disclosed sufficient evidence to clearly prove the allegations made in the complaint.

Appropriate disciplinary action, if required, will be recommended by the investigator in accordance with the following guide. The report will be forwarded, to the Chief of Police

PENALTIES

The following penalties may be assessed against any member or employee of the department, as disciplinary action:

Oral Reprimand

Written Reprimand

Suspension (3 days or less)

Suspension (More than 3 days to indefinite)

Dismissal from service

- note that prior to suspending an employee for more than three (3) days or dismissal of an employee, the Chief of Police/City will give at least seventy-two (72) hours notice to the employee and the Union of a meeting at which the potential disciplinary matter will be discussed. A pre-disciplinary meeting need not be held if the Chief of Police/City determines that it must remove the employee from the work setting immediately, in which the pre-disciplinary meeting can be held at a later date.

REMOVAL OF DISCIPLINE

If after a period of one year from the date of receiving an oral or written warning an officer has received no other discipline related to, or for an offense similar to the original warning, the warning shall not be used in any manner or forum adverse to the employee's interest. If after a period of three years from the date of receiving a suspension an officer has received no other discipline related to, or for an offense similar to the original suspension, the record of suspension shall not be used in any manner or forum adverse to the employee's interest.

Chief Robert Uranich

From: Chief Robert Uranich
Sent: Wednesday, March 30, 2016 2:12 PM
To: trmelody@ktjlaw.com
Subject: Letter
Attachments: letter to the Mayor.pdf

Tom,

Chief Uranich

Rachael
03-30-16

Mayor Grove,

Just writing to you because I'm not sure if you've been made aware yet of what Chief Uranich has been hiding from you. Sgt. James Strand has been soliciting prostitutes from a website called "Backpage.com" (much like a Craigslist for hookers, if you're not already familiar) on department computers and receiving sexual favors in exchange for money while on duty. Find a girl named [REDACTED] and ask her what she does "every Friday" with Sgt. Strand.

Talk to Dennis Hocking at Peru P.D.... He received an admission/confession from the FIRST girl who came forward. That's right. The FIRST out of several. Your uniformed pervert is racking up whores like balls in a billiards room. Question any La Salle officer at random about what they know; You'll be wasting your time with the Chief, as you're the LAST person he wants to have any information. Better yet, call and talk to someone at the Attorney General's Office, because that's the agency handling the investigation now, since Chief Uranich and Lt. Smudzinski have chosen to turn a blind eye to this corruption to protect their own reputations (not yours), instead of actually exerting an ounce of effort towards doing the right thing for once... but then they would come out in the end with some specks of shit under their fingernails for hiring this idiot and they CERTAINLY can't have that. Besides, it's much easier for them to just grab a broom and do a little sweeping, than to actually CLEAN HOUSE. Talk to the Utica Police Chief, Jay Stachowiak, and ask him what his good buddy, Sgt. Strand, has been using his department issued phone for and then ask him if he cooperated with the investigation by turning the evidence over when requested to do so. Finally, you can ask Sgt. Strand, himself, if he cooperated with the investigation by turning his own PERSONAL cell phone over when requested to do so. They both refused. I hope you're still standing after that massive shocker.

Officers are being coached by your Chief on what to say to the Attorney General's Office when interviews start a short time from now and employees have been warned that if they are heard discussing this "matter," they will be terminated. News travels fast and I, a resident of Peru (with now a much better understanding of why we are, always have been, and always will be the "Leader of the Illinois Valley") am utterly disgusted by the crooked Chief you've appointed and the sex addict he's protecting, but immensely grateful that my tax money isn't potentially being used to "hush" anyone involved in this corruption. I certainly hope you're not a recipient of such funds, but rather just clueless... Either is devastating, quite frankly.

As a matter of fact, THIS scandal is just the TIP of the iceberg; Wait until the [REDACTED] case

is exposed next month. You'll have another problem on your hands; it'll be a whole new ball game with all new players (except for Mr. Uranich, that is). Your Chief and Board have a hell of a way of hiring the cream of the crop. After you start cleaning up your department, as I'm SURE you'll do, now that you know the entire region (besides you, of course) knows what's going on in your own city, maybe you could get some heroin off those dirty streets... They're starting to look a lot like your cops.

Speaking of your filthy streets, why is Sgt. Strand still patrolling them???! My daughter works in La Salle... If he pulls her over is he going to propose a trade of oral sex for a "get out of jail free" card?? If this shit doesn't get corrected NOW, my letters will go further than you next time.

