

From the desk of:
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Termination of Officer Felix Alvarado

OPCR Administrative Investigation #20-12185

October 10, 2021

This memo summarizes my approach and reasoning for my decision as Chief of the Minneapolis Police Department to terminate Officer Felix Alvarado. The Policy and Procedure allegations are the following:

- Allegation 1: It is alleged that Officer Alvarado shared five images of confidential Criminal Justice Information Services (CJIS) data on his personal Snapchat account between July 11, 2019 and September 15, 2019. MPD P&P 4-501 CONFIDENTIAL DEPARTMENT RECORDS, REPORTS, AND INFORMATION
- Allegation 2: It is alleged that Officer Alvarado violated Minnesota Law Enforcement Code of Ethics. MPD P&P 5-102.01 MINNESOTA LAW ENFORCEMENT CODE OF ETHICS
- Allegation 3: It is alleged that Officer Alvarado failed to document the search and recovery of property and suspected narcotics during a search incident to arrest under PIMS GO# 19-280375. MPD P&P 9- 200 (III)(7)(c) SEARCH AND SEIZURE
- Allegation 4: It is alleged that Officer Alvarado failed to property inventory suspected drugs during an arrest and recovery of a stolen vehicle under PIMS GO# 19-280375. MPD P&P 7-331 NARCOTICS

The alleged policy violations were brought to the attention of the Minneapolis Police Department Internal Affairs Unit [REDACTED]. On May 5, 2020, [REDACTED] met with MPD Internal Affairs Commander Thomas Wheeler, Lieutenant Brian Sand, and then Deputy Chief of Professional Standards Henry Halvorson. [REDACTED] presented MPD with metadata information that had been seized from a personal social media account that was registered to Minneapolis Police Officer Felix Alvarado. A warrant was executed on Officer Alvarado's Personal social media account. [REDACTED]

[REDACTED] The metadata information was seized via a warrant return on Alvarado's account by a St. Paul police officer. [REDACTED]

[REDACTED]

[REDACTED]

The [REDACTED] allegation concern was a possible data breach of confidential CJIS & DVS information. This matter was assigned to Sergeant Brian Grahme to review metadata after the May 5, 2020, meeting [REDACTED]. Snapchat in its simplest form, is a social media application created for smartphones that lets individuals communicate in one-on-one or group settings through disappearing messaging. Based on the [REDACTED] interview that occurred on June 8, 2020, Officer Alvarado made an admission [REDACTED] that he shared confidential criminal justice information with non-law enforcement individuals. When [REDACTED] asked Officer Alvarado why he had sent social media messages with photos of readouts from his MPD squad car terminal Officer Alvarado stated that he sometimes sent such messages because he thought they were funny.

Upon the completion of this investigation I reviewed the investigative case file materials and made my decision. Trust is the backbone to the profession of being peace officers. We must do all we can in service to our department and those we serve never to violate that trust. As Chief of Police I am responsible for providing clear expectations on what is acceptable conduct in our service to the community as well as what conduct will not be tolerated. All members of the MPD shall conduct themselves with the highest integrity and seek to build trust. It is my strong belief that Officer Alvarado violated both trust and integrity by his actions.

I was very clear in my expectations noted in our MPD vision statement prior to this incident. In that vision statement that Officer Alvarado was aware of it clearly states "Public trust is the backbone of law enforcement. If there is trust, the community will support and cooperate with the police. If the public trust is breached, it seriously damages the relationship between the community and the police department. Without trust the community will not respect or cooperate with the police which can make the MPD ineffective. If an MPD employee breaches the public trust or brings contempt to the department and the badge we wear, then they have forfeited their opportunity to serve on our department."

Officer Alvarado by his own admission engaged in conduct that cannot be tolerated or accepted. By making the decision to terminate Officer Alvarado I'm reaffirming that we as MPD employees are held to a higher standard and breeches of the public trust and our department's values are non-negotiable. I'm also leading our department's transformational culture change which values Trust, Accountability and Professional Service. All our department members and those we serve must also know that acts of misconduct will be taken seriously and those involved will be held accountable for their actions. If there is no accountability, then our vision and our words become hollow. This erodes trust, harms morale and greatly limits are effectiveness as an organization. Officer Alvarado based on the decisions he made has forfeited his opportunity to serve as a member of the Minneapolis Police Department.

Sincerely,

DocuSigned by:
Medaria Arradondo
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Medaria Arradondo, Chief of Police

10/10/2021