



**Minneapolis**  
*City of Lakes*

**Police Department**

Officer Joel Kimmerle  
Background Investigations  
350 South 5th Street - Room 100  
Minneapolis MN 55415-1369  
Phone: 612-673-2150  
Fax: 612-673-2190  
[joel.kimmerle@minneapolismn.gov](mailto:joel.kimmerle@minneapolismn.gov)

Candidate,

List all high schools and colleges that you have attended.

High School:

1. Columbia Heights high School

2. \_\_\_\_\_

3. \_\_\_\_\_

4. \_\_\_\_\_

College/universities/technical schools

1. Minneapolis Community & Technical College

2. \_\_\_\_\_

3. \_\_\_\_\_

4. \_\_\_\_\_

# Student Academic Record as of Fall Semester 2014

## Text Copy of this Academic Record

Name: **Alvarado, Felix Efraín**

\*\*\*\* Undergraduate Academic Record \*\*\*\*

Metropolitan State University

F 12 CJS 101 PSEO: Introduction to Cr

**13.43 - Personnel Data**

UNDG SEMESTER Credits Accepted in Transfer Spring 2013:

**13.43 - Personnel Data**

\*\*\*\* Minneapolis Community and Technical College \*\*\*\*

Subj Nbr	Title	Course Cr/Hr	Grade	Cr/Hr Earned	GPA Credit	GPA Pts
----------	-------	-----------------	-------	-----------------	---------------	------------

Spring 2013

\*\*\*\* Trsf Att:

UNDG Cum Att:

**13.43 - Personnel Data**

Fall 2013

Major: Law Enforcement

ANTH 1110 Intro to Archaeology

SOCI 1105 Intro to Sociology

ENGA 1110 College English 1

> ENGA 0900 Acc Fund Written Engl

UNDG Term Att:

\*\*\*\* Cum Att:

**13.43 - Personnel Data**

**13.43 - Personnel Data**

Spring 2014

PHIL 1171 Ethics

LAWE 1220 Juvenile Justice

ENGL 1111 College English 2

PSYC 1110 General Psychology

UNDG Term Att:

\*\*\*\* Cum Att:

**13.43 - Personnel Data**

**13.43 - Personnel Data**

Summer 2014

PHIL 1171 Ethics

ANTH 1104 Human Origins

UNDG Term Att:

\*\*\*\* Cum Att:

**13.43 - Personnel Data**

**13.43 - Personnel Data**

Fall 2014

ANTH 1105 Intro to Cult. Anth.

CMST 1010 Interpersonal Communicat

LAWE 1215 Police and Community

LAWE 2251 Criminal Just Srv Lrn

SOCI 2145 American Minority Relat

ENGL 1111 College English 2

UNDG Term Att:

\*\*\*\* Cum Att:

**13.43 - Personnel Data**

**13.43 - Personnel Data**

Career Undergrad Summary - Semester Hours

Local: Att:

Transfer: Att:

Total: Att:

**13.43 - Personnel Data**

**Parchment Transcript Report**

Prepared for: Felix Alvarado on 07/30/2014  
 DID#: **13.43**  
 Parchment Student ID: **13.43**  
 Page 1 of 1

Student Name: ALVARADO, FELIX EFRAIN	
Grade: 12	Gender: 13.43
Student ID: 13.43	
Student SSN: 13.43	
Date of Birth: 13.43	
Parent/Guardian: JOSE F ALVARADO	

**13.43 - Personnel Data**

Enter Date:  
 Graduated: **13.43**  
 Class Of: **13.43**

Columbia Heights High	
1400 49th Ave. N.E.	
Columbia Heights, MN 55421	
Tel: 7635284600	Fax: 7635284625

Crs ID	Course Title	Mark	Ab Credit
<b>COLUMBIA HTS HIGH Grd 09 S1/2010</b>			
0234	KEYBOARD/PC BAS		
0270	LEADER ACAD S1		
0301	ENG 9 LIT		
0502	FRUGAL CUISINE		
0601	AUTOCAD I		
0710	ALGEBRA 1A		
1001	PHYS SCI A		
1101	CIVICS 9		
Crd Att: 4.000	Comp: 4.000		
<b>COLUMBIA HTS HIGH Grd 09 S2/2010</b>			
0124	DIGIT IMAGE I		
0271	LEADER ACAD S2		
0300	ENG9 SPEECH/COM		
0711	ALGEBRA 1B		
0905	PHY ED 1		
1002	PHYS SCI B		
1003	EARTH SCIENCE		
1102	GEOGRAPHY 9		
Crd Att: 4.000	Comp: 4.000		
<b>COLUMBIA HTS HIGH Grd 10 S1/2011</b>			
0100	BEG PAINT/DRAW		
0213	SPORTS MARKET		
0242	WEB DESIGN		
0305	ENG10 ST/COMP		
0712	GEOMETRY A		
0916	REC SPORTS		
1007	GEN BIO A		
1103	WORLD HIST A		
Crd Att: 4.000	Comp: 3.500		
<b>COLUMBIA HTS HIGH Grd 10 S2/2011</b>			
0121	SCULPTURE		
0306	ENG10 ST/LIT		
0501	FOOD FOR FITNESS		
0713	GEOMETRY B		
0909	HEALTH 10		
0918	BAS TRAINING		
1008	GEN BIO B		
1104	WORLD HIST B		
Crd Att: 4.000	Comp: 4.000		
<b>COLUMBIA HTS HIGH Grd 11 S1/2012</b>			
0102	ADV PAINT/DR A		
0309	ENG 11 CLASSIC		
0421	SPANISH 1A		
0503	GLOBAL FOODS		
0715	ALGEBRA 2A		
0912	SPORTS COND		
1016	GEN CHEM A		
1105	AM HIST A		
Crd Att: 4.000	Comp: 4.000		
<b>COLUMBIA HTS HIGH Grd 11 S2/2012</b>			
0103	ADV PAINT/DR B		
0125	DIGIT IMAGE II		
0310	ENG11 MODERN		
0318	FILM STUDIES		
0422	SPANISH 1B		
0716	ALGEBRA 2B		
1017	GEN CHEM B		
1106	AM HIST B		
Crd Att: 4.000	Comp: 4.000		

Crs ID	Course Title	Mark	Ab Credit
<b>COLUMBIA HTS HIGH Grd 12 S1/2013</b>			
0212	PERS MONEY MGT		
0258	AVID 12 S1		
0424	SPANISH 2A		
0670	POWER MECH 1A		
0724	TRIG/ANALY A		
1022	GEN PHYS A		
1125	GEO POLITICAL		
1801	INT CRIM JUST		
Crd Att: 4.000	Comp: 3.500		
<b>COLUMBIA HTS HIGH Grd 12 S2/2013</b>			
0257	AVID 12 S2		
0313	ENG 12		
0425	SPANISH 2B		
0671	POWER MECH 1B		
1111	ECONOMICS		
1377	WORK EXP B		
1377	WORK EXP B		
1389	WORK SEMINAR		
Crd Att: 4.000	Comp: 3.500		

Credit Summary - High School			
Subject Area	Req	Cmp	Def
ENGL	ENGLISH		
ENGE	ENGLISH ELECTIV		
MATH	MATH		
BIO	BIOLOGY		
SCI	SCIENCE		
SOCS	SOCIAL STUDIES		
PE	PE ELECTIVE		
PE1	PE 1		
HEA	HEALTH		
FIN	FINE ARTS		
PRAC	PRACTICAL ARTS		
LANG	WORLD LANG		
ELEC	ELECTIVE		
-- Total Credit -			
-Elective Credit -			

**GPA Summary**

Cum Credits:	<b>13.43</b>
CUMULATIVE	

**Testing Information**

**13.43 - Personnel Data**

Vaccinations	
DTap/Td/Tdap	
HBV	
MMR	
Polio	
Varicella	

**13.43 - Personnel Data**

**13.43 - Personnel Data**

This Parchment transcript report is official when downloaded directly from the Parchment Exchange website. To verify the validity of the Parchment transcript report, go to [exchange.parchment.com/d/](http://exchange.parchment.com/d/), select the Tracking link in the header, and search for DID# **13.43**

A school profile for Columbia Heights High is available at [exchange.parchment.com/d/](http://exchange.parchment.com/d/).

Filed By cm  
 Date 2-11-15

**HIRE FORM**

HIRE DATE (Start Date) 1/05/15 Please read the Notice of Your Rights as a Subject of Data, which is either attached to or printed on the back of this form.

**PERSONAL INFORMATION** PATH: Workforce Administration/Personal Information/Biographical/Add a Person

First Name felix Middle Name Efrain Last Name Alvarado

Date of Birth [Redacted] Gender [Redacted] Marital Status [Redacted] Social Security Number [Redacted]

**13.43 - Personnel Data** **13.355 - SSN**

Apartment Number [Redacted] Street Address [Redacted] **13.43 - Personnel Data**

City [Redacted] State [Redacted] Zip Code [Redacted] Phones (Include Area Code) [Redacted]

**13.43 - Personnel Data**

Race/Ethnic Group [Redacted] Veteran  No  Yes

**13.43 - Personnel Data**

**13.43 - Personnel Data**

**13.43**

**JOB INFORMATION** PATH: Organizational Relationships Tab/Add Job Data

Employee ID 000079 Is this a Permanent Hire?  Yes  No If temporary, indicate expected Job end date: [Redacted] Position Number: 00003496

Department Code 4000000 Location Code C4000 Establishment ID MPL Job Code 02350C Job Title CSO - Community Service Officer

Supervisor ID (if not using a position): [Redacted] Regular/Temporary/Seasonal Status  Regular (Permanent)  Temporary  Seasonal

Hours Status  Full Time  Part Time  Intermittent Office Code  Non-Sworn  Sworn (Fire & Police only)

Employment Class  Certified (Civil Service)  Uncertified Other  Outside Trades  Appointed  Charter Department Head  Elected  Ancillary Requires SEI (Statement of Economic Interest)  No  Yes

Standard Hours/Week 20 FICA Status  Exempt  Medicare Only  Subject Union Code CAF Classified Indicator  Casual (Outside Trades)  Grant Employee  Permit  Political Appointment  Classified (City and Park)  Legislative Appointment  Temporary (Non-Permit)  Unclassified

Pay Group PDP Salary Plan CAF Salary Grade 030 Salary Step 1 Compensation Rate \$ 15.642

**JOB EARNINGS DISTRIBUTION**

Percent	Earn Code	Fund (5)	Department (7)	Task (8)	Project (15 or Less)	Combo Code (35 or Less)	Activity (15 or Less)
<u>100</u>	<u>REG</u>	<u>00100</u>	<u>4004320</u>				
	<u>REG</u>						
	<u>REG</u>						

Length of Probation (Remember to check the Labor Agreement or Civil Service Rules)  None  3 Month  6 Month  12 Month  Other

Tax Withholding (From W-4) Fed Status [Redacted] Fed Withholding [Redacted] State Status [Redacted] State Withholding Allowances [Redacted] **13.43 - Personnel Data**

Approved by: [Signature] Date 1-5-15 Entered in HRIS By USA Brawl Date 1/6/2015

**Hire Form - Part 2 (Supplemental Information)**

Employee ID or Social Security Number 000079	Employee Name Felix Efraim Albreido	Hire Date (Start Date) 1/5/15
---	--	----------------------------------

**MAILING ADDRESS (If different from home address (Optional))**  
Panel: Workforce Administration/Personal Information/Modify a Person /Contact Information

Street Address	Ap#	City	State	Zip
----------------	-----	------	-------	-----



**13.43 - Personnel Data**

**EMERGENCY CONTACT - PRIMARY**  
Panel: Workforce Administration/Personal Information/Personal Relationships/Emergency Contact



**13.43 - Personnel Data**

**DRIVER'S LICENSE INFORMATION**  
Panel: Workforce Administration/ Personal Information/ Biographical/Driver's License Data

Driver's License Number	Type of License	Endorsements	State Where Issued	Expiration Date
-------------------------	-----------------	--------------	--------------------	-----------------



**13.43 - Personnel Data**

ENTERED IN HRIS BY	DATE ENTERED:	PHONE:
--------------------	---------------	--------

Distribution: Original: Department Personnel File      Copy: Employee



## Police Department

Janeé L. Harteau  
Chief of Police

350 South 5th Street - Room 130  
Minneapolis, MN 55415-1389

612 673-2735  
TTY 612 673-2157

July 15, 2016

Felix Alvarado

### 13.43 - Personnel Data

Dear Felix,

Congratulations! I am pleased to extend a final job offer to you, for the position of Police Recruit with the Minneapolis Police Department. You have passed all of the requirements necessary for entrance into our Police Academy.

**Salary:** You will begin at the Recruit Step on our salary schedule, which is \$26.97 per hour. Thereafter, eligibility for subsequent step progression shall be as established by the Labor Agreement, assuming successful completion of performance requirements. City employees are paid bi-weekly.

**Probation:** Your probationary period will end upon having serviced 12 months as a sworn Police Officer with MPD. The primary objectives of a probationary period are training and evaluation of your job performance. You shall also receive informal review and feedback of your performance.

**Vacation:** Vacation time is determined on the basis of continuous years of service. You are eligible for 12 days of vacation your first year. Vacation leave balances can be carried over from year-to-year up to a maximum of 400 hours. You are eligible to use accrued vacation after 6 months of service. There will be no change in your vacation accrual.

**Sick Leave:** Full time employees earn up to twelve 12 days of sick leave per year. Sick leave balances can be carried over from year-to-year. You may begin to use sick leave immediately. There will be no change in your vacation accrual.

**Union:** Your job classification is represented by the **Police Officers Federation**. Their main number is 612-788-8484. You can review your contract at [www.minneapolismn.gov/hr/laboragreements](http://www.minneapolismn.gov/hr/laboragreements).

**Healthcare:** You will be eligible for benefits and City paid contributions towards the cost of medical, dental, and life insurance plans effective **October 1, 2016**. Please visit [www.ci.minneapolis.mn.us/benefits](http://www.ci.minneapolis.mn.us/benefits) for more detailed plan information. You may also contact our Benefit Division at 612-673-3333 for assistance with your benefit questions.



**Orientation:** Monday, August 8, 2016 - Please report to the MFD Strategic Operations Center located at 4119 DuPont Avenue North, Minneapolis, no later than 0800 hours. Come dressed in business attire and bring your Physical Training (PT) gear. Your first Academy PT test will be given that afternoon.

**Academy:** The Police Academy is 18 full weeks of training. Except for the first day, your hours during the Recruit Academy will be Monday through Friday from 0730 - 1600 hours

**Uniforms and Equipment:** See enclosed equipment document.

**Contacts:** If you have questions or concerns, feel free to call either of the following:

- Sergeant Steve Hanke (612) 673-3818
- Heather Rennde, Human Resources Associate (612) 673-3470

We look forward to seeing you on your first day with the Minneapolis Police Department.

Sincerely,

Travis Lampe

Deputy Chief

Office of Professional Standards

Minneapolis Police Department

Enclosure: Required Equipment for Minneapolis Police Recruits

(cc: Employee Personnel file  
Department HRIS Administrator

I, Felix Alvarez, accept the job offer of Police Officer as outlined in this letter.

*[Handwritten Signature]*

Signature

07-17-2016

Date

# Notice of New Health Insurance Marketplace Coverage Options and Your Health Coverage

Filed By	cm
Date	2-11-15

Effective Date: January 1, 2015

## PART A: General Information

Key parts of the health care law took effect in 2014 which resulted in a new way to buy health insurance: the Health Insurance Marketplace. To assist you as you evaluate options for you and your family, this notice provides some basic information about the new Marketplace and employment-based health coverage offered by the City of Minneapolis.

### What is the Health Insurance Marketplace?

The Marketplace is designed to help you find health insurance that meets your needs and fits your budget. The Marketplace offers "one-stop shopping" to find and compare private health insurance options. You may also be eligible for a new kind of tax credit that lowers your monthly premium right away. Open enrollment for health coverage through the Marketplace begins in October each year for coverage starting January 1st of the following year.

### Can I Save Money on my Health Insurance Premiums in the Marketplace?

You may qualify to save money and lower your monthly premium, but only if your employer does not offer coverage, or offers coverage that doesn't meet certain standards. Your eligibility for premium savings depends on your household income.

### Does Employer Health Coverage Affect Eligibility for Premium Savings through the Marketplace?

Yes. If you have an offer of health coverage from your employer that meets certain standards, you will not be eligible for a tax credit through the Marketplace and may wish to enroll in your employer's health plan. However, you may be eligible for a tax credit that lowers your monthly premium, or a reduction in certain cost-sharing, if your employer does not offer health coverage to you at all or does not offer coverage that meets certain standards. If the cost of a plan from your employer that would cover you (and not any other members of your family) is more than 9.5% of your household income for the year, or if the health coverage your employer provides does not meet the "minimum value" standard set by the Affordable Care Act, you may be eligible for a tax credit.\*

**Note:** If you purchase a health plan through the Marketplace instead of accepting health coverage offered by your employer, then you will lose your employer's contribution (if any) to the employer's health coverage. Also, this employer contribution—as well as your employee contribution to employer-offered coverage—is often excluded from income for Federal and State income tax purposes. Your payments for coverage through the Marketplace are made on an after-tax basis.

### How Can I Get More Information?

For more information about the City's health coverage, please check your summary plan description or contact City of Minneapolis, Human Resources/Benefits, 250 South 4<sup>th</sup> Street, Room 100, Minneapolis, MN 55415-1339, calling 612-673-3333 or emailing [Benefits@minneapolismn.gov](mailto:Benefits@minneapolismn.gov).

The Marketplace can help you evaluate your health coverage options, including your eligibility for health coverage through the Marketplace and its cost. For more information, including an online application for health coverage, please call 1-855-366-7873 or visit <http://www.mnsure.com/> if you are a Minnesota resident or, <https://www.healthcare.gov/> if you live in any other state for a Health Insurance Marketplace in your area.

Felix Alvarado

\* An employer-sponsored health plan meets the "minimum value standard" if the plan's share of the total allowed benefit costs covered by the plan is no less than 60 percent of such costs. **(NOTE:** The City's health plan is offered to employees working 30 or more hours a week and is designed to meet the Affordable Care Act's "minimum value" standard. The City's lowest cost non-wellness program plan for an individual has a monthly premium rate is \$66.00)

## PART B: Information About Health Coverage Offered by the City of Minneapolis

This section contains information about any health coverage offered by the City of Minneapolis. If you decide to complete an application for coverage in the Marketplace, you will be asked to provide this information. This information is numbered to correspond to the Marketplace application.

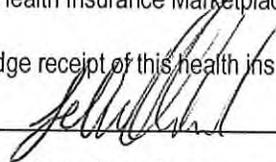
3. Employer Name: City of Minneapolis		4. Employer Identification Number (EIN) 41-6005375	
5. Employer Address 350 South 5 <sup>th</sup> Street		6. Employer Phone Number 612-673-3333	
7. City Minneapolis		8. State MN	9. ZIP Code 55415
10. Who can we contact about employee health coverage at this job? Human Resources Benefits Consultant			
11. Phone Number (if different from above) 612-673-3333		12. Email Address Benefits@minneapolismn.gov	

Here is some basic information about health coverage offered by the City of Minneapolis:

- As your employer, the City offers a health plan to certain employees. Eligible employees are employees who, at the time of hire, are regularly scheduled to work at least 30 hours per week or who average at least 30 hours of service per week during a 52 week measurement period.
- For 2015, the City's lowest cost plan for an individual (non-wellness rate) has a monthly premium of \$66.00.
- With respect to dependents, the City offers coverage. Eligible dependents include the eligible employee's spouse, the eligible employee's child, and any other person who qualifies as a dependent of the employee for the purposes of Sections 105 and 106 of the Internal Revenue Code of 1986, as amended from time to time, as clarified in Revenue Procedure 2008-48.
- The City's coverage is designed to meet the minimum value standard, and the cost of this coverage to you is intended to be affordable, based on employee wages.
- Even though the City intends your coverage to be affordable, you may still be eligible for a premium discount through the Marketplace. The Marketplace will use your household income, along with other factors, to determine whether you may be eligible for a premium discount: If, for example, your wages vary from week to week (perhaps you are an hourly employee), if you are newly employed mid-year, or if you have other income losses, you may still qualify for a premium discount.
- If you purchase a health plan through the Marketplace instead of accepting health coverage offered by the City, then you will lose the City's contribution to the City's health coverage. Also, this City contribution—as well as your employee contribution to the City's health coverage—is excluded from income for Federal and State income tax purposes. Your payments for health coverage through the Marketplace are made on an after-tax basis.

The Marketplace can help you evaluate your health coverage options, including your eligibility for health coverage through the Marketplace and its cost. For more information, including an online application for health coverage, please call 1-855-366-7873 or visit <http://www.mnsure.com/> if you are a Minnesota resident or, <https://www.healthcare.gov/> if you live in any other state for a Health Insurance Marketplace in your area.

I acknowledge receipt of this health insurance Marketplace notice.

Signature:  \_\_\_\_\_

Date: 01/16/15 \_\_\_\_\_

Return the original, signed form to your supervisor and keep a copy for your records.

**POLICE COMMUNITY SERVICE OFFICER (CSO) LOAN AGREEMENT**

Filed By CM  
Date 2-11-15

THIS AGREEMENT, entered into this 5<sup>th</sup> day of January, 2015, by and between the City of Minneapolis (hereinafter called the "City") and Felix Alvarado (hereinafter called Community Service Officer (CSO)).

WHEREAS, the City is in need of Police Officer Standards and Training (POST) Board certified people to become police officers in the City of Minneapolis Police Department;

WHEREAS, the City is willing to assist people to become POST Board certified and to become police officers in the Minneapolis Police Department by assisting them in developing skills to become police officers, while they are performing CSO duties and providing education and training to interested and qualified candidates; and

WHEREAS, the City is willing to provide tuition to candidates for CSO for the costs of the education and training if the candidates, after being hired as Minneapolis CSO remain with the City for the duration of the CSO program and work as police officers for an additional two years after becoming a Police Officer;

NOW, THEREFORE, the City and the undersigned do mutually agree as follows:

1. The fair and reasonable cost and market value of the tuition portion of the POST training education and training program is \$12,000.00.
2. The City agrees to lend up to \$12,000.00 to the CSO to cover the costs of tuition. The CSO agrees to borrow up to \$12,000.00 from the City to pay for the costs of tuition.
3. For every month of full time service as a Minneapolis police officer that the employee works, the \$12,000.00 loan shall be reduced by \$500.00. For CSOs requiring less than one year of POST training and education, the repayment loan shall reflect the actual tuition amount, but not lower than \$3,000. For CSOs hired with their 2-year law enforcement degree, a separate Loan Agreement is required. At the end of the two full years of service working as a Minneapolis Police Officer, the entire \$12,000.00 loan (or actual loan amount) shall be considered satisfied and paid in full. However, if the CSO voluntarily separates from the Minneapolis Police Department prior to working two full years as a police officer, the CSO shall immediately pay to the City the entire balance owing on the loan.
4. If the undersigned CSO does not return equipment, the cost of the equipment will be taken from the undersigned's last check and/or legal action taken against the undersigned.
5. Any CSO or police officer who is released from probation, involuntarily terminated or resigns in lieu of termination from the program or from employment may by the Minneapolis Police Department be excused from repayment of any outstanding loan balance.
6. CSO agrees that as soon as the Police Community Service Officer program has been completed the CSO will complete the testing process required for the position of police officer and advance to the position of police officer for the City at the next available opportunity. CSO agrees that CSO will continue with the City in the capacity of CSO from the completion of the CSO program until the CSO begins employment as a police officer recruit.

January 5, 2015  
Date

Felix Alvarado  
Printed Name  
Applicant for Police Community Service Officer (CSO)

[Signature]  
Signature

CITY OF MINNEAPOLIS

[Signature]  
Pre-Service Training **COMMANDER**

[Signature]  
CSO Sergeant

**Community Service Officer Education Plan Policy**  
**Minneapolis Police Department**

Filed By CM  
Date 2-11-15

**Purpose**

The purpose of the Minneapolis Police Education Plan is to provide tuition assistance to those individuals who have been hired by the MPD as a Community Service Officer (CSO) and: 1) are enrolled in the Law Enforcement Program at a program approved by the Minneapolis Police Department (MPD); or 2) have graduated with a 2-year or higher degree from a Law Enforcement Program approved by the MPD.

**Program**

The program must be an accredited program that prepares you to become POST-license eligible. The program must consist of generals, theories, and Integrated Practicum (Skills).

**Eligibility**

All CSOs who are not POST eligible and are currently enrolled and/or will enroll within three months of hire.

**Covered Expenses**

The City agrees to lend up to \$12,000.00 to cover the costs of tuition, text books and parking – if applicable. Any remaining costs will be the responsibility of the CSO. The City will not pay for courses that a student needs to retake in order to graduate or to obtain a grade of C or higher.

**Requirements**

- Coursework must be completed with a minimum grade of C and with a minimum combined GPA of 2.50 on a 4.0-point scale in the overall program.
- Grade audits will be conducted on a regular and unannounced basis.
- Students must submit proof of grades to the MPD at the end of each class session.
- Should a CSO not meet the minimum grade expectations – the student will be placed on an academic review.\*
- CSO must maintain full semester credits (this may vary for summer session). If for some unforeseeable circumstances, i.e., personal/family illness, etc., the CSO must drop or can no longer enroll in the class— notification must be made to CSO Supervisor or Coordinator prior to withdrawal.
- Must graduate from the program within three (3) years of hire.
- Agree to the terms of the Loan Agreement.

\*Academic review includes but is not limited to CSO Supervisor or Coordinator conducting a thorough investigation into the reason for not meeting expectations. Academic review findings may result in not passing probation or disciplinary action up to and including termination of employment.

**Procedure for Payment/Reimbursement**

The following must be submitted to the Training Development Supervisor:

The CSO will provide proof of enrollment and will obtain and complete the Third Party Billing Agreement form between the MPD and the educational institution. Should the CSO transfer institutions, it is the CSO's responsibility to provide notification and obtain and complete the Third Party Billing Agreement between the MPD and the new educational institution.

For the City to process the CSO's reimbursement request, the CSO must provide proof of purchase. Reimbursement will not be issued again for lost or stolen items.

**Acknowledgment**

I have read and understand the requirements of the CSO Education Plan Policy.

Felix Alvarado  
Community Service Officer's printed name

1/05/15  
Date

[Signature]  
Community Service Officer's signature

[Signature]  
Minneapolis Police Department Representative

1-5-15  
Date

Cc: CSO Supervisor  
Personnel File

**ELECTRONIC VERSION OF THE MPD  
POLICY & PROCEDURE MANUAL**

Filed By	<u>cm</u>
Date	<u>2-11-15</u>

I understand that I am accountable for knowing and abiding by all policies and procedures contained within the Minneapolis Police Department Policy and Procedure Manual and that I will be held accountable for abiding by the policies and procedures contained therein.

I have read the instructions and understand how to access the online electronic version of the Minneapolis Police Department Policy and Procedure Manual.

*\*\*If you do not understand how to access the online manual, see your immediate supervisor for training until you are able to successfully access the online manual.\*\**

NAME: Felix Alvarado

(Please print)

SIGNED: 

BADGE/EMPLOYEE #: 0079 / 000079

DATE: 1/05/15

**SIGNATURE AND RETURN OF THIS RECEIPT IS MANDATORY**

\*Indicates required info

Filed By *CND*  
 Date *1-30-16*

## Employee Job Change Form

<b>*Employee ID Number:</b> 000079		<b>*Employee Name:</b> Alvarado, Felix Efrain	
<b>*Effective date of Action:</b> 12/27/15		<b>*Action/Reasons:</b> Pay Rate Change Step Increase	
<b>*Are these changes permanent?</b>		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No If temporary, indicate expected end date:	
<b>*Is this a Detail?</b>		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No St. Ent. Date 01/05/16	
<b>*Is this a Concurrent Job?</b>		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
<b>*Dept Code:</b>	<b>Location Code:</b> 4000	<b>Company Code:</b>	
<b>Job Code:</b> 02350C Community Service Officer-C			
<b>Position Number (if applicable):</b>			
<b>REGULAR/TEMPORARY/SEASONAL STATUS</b>		<b>HOURS STATUS</b>	
Regular		<input type="checkbox"/> Full-Time <input checked="" type="checkbox"/> Part-Time (enter hours per week): <input type="checkbox"/> Intermittent (enter approximate hrs per week):	
<b>EMPLOYEE CLASS</b>		<b>CLASSIFIED INDICATOR</b>	
Certified			
<b>PAY GROUP (if Detail use positive pay group for all records):</b>		<b>STANDARD HOURS PER WEEK (use 0 for details or intermittent):</b>	
CCP City Council Positive Empl		20	

Salary Adm Plan	Salary Grade	Current Step	New Step	Current Base Rate	New Base Rate
CAF		1	2	15.955 before COL	17.148 with COL included

JOB EARNINGS DISTRIBUTION (Combo Code)						
Percent	Earn Code	Fund	Department	Task	Project	Activity
	REG					
	REG					
	REG					

<b>PROBATION</b>					<b>PROBATION END DATE</b>	<b>DATE LAST WORKED</b>
<input type="checkbox"/> None	<input type="checkbox"/> 3 Months	<input type="checkbox"/> 6 mon...	<input type="checkbox"/> 12 months	<input type="checkbox"/> Other		

<b>Union Code</b>	<b>New Union Code</b>	<b>Officer Code</b>	<b>FICA Status</b>
		<input checked="" type="checkbox"/> Non-Sworn <input type="checkbox"/> Sworn <input type="checkbox"/> Exempt <input type="checkbox"/> Medicare ... <input type="checkbox"/> Subject	

<b>Requires SEI (Statement of Economic Interest)</b>	<input type="checkbox"/> No <input type="checkbox"/> Yes
--	--

<b>*Submitted By (type or print name below)</b>	<b>*Date - enter below</b>
<b>*Approved By (Signature of authorized department representative below)</b>	<b>*Date - enter below</b>
<i>Mustang Jones</i>	1/4/16
<b>*If Transfer (Signature of accepting department representative below)</b>	<b>*Date - enter below</b>
<b>*If Transfer or Voluntary Demotion (Employee Signature below)</b>	<b>*Date - enter below</b>
<b>*Entered into HRIS by (HRIS Representative Signature below)</b>	<b>*Date - enter below</b>
<i>USA Braun</i>	1/4/2016

Filed By cm  
Date 2-11-15

## Nepotism Acknowledgement Form

You are required to complete and return this form to Human Resources.

By my signature, I acknowledge receipt of the nepotism provision of the City's Ethics Code, Chapter 15, *Ethics in Government*. I further acknowledge that I can access and review the Ethics Code in its entirety via CityTalk at <http://citytalk/policies/policies-council-code-of-ethics.pdf>.

Print Name: felix Alvarado  
Job Title: CSO Department/Division: Police  
Signature: [Handwritten Signature] Date: 1/5/15

Completed Acknowledgement forms should be sent to:  
The Department of Human Resources, PSC Room 100

# **Nepotism Policy**

## **I. Purpose**

The Nepotism policy is intended to mirror Section 15.160 of the Minneapolis Code of Ordinances, Ethics in Government which include a prohibition against nepotism in the workplace.

## **II. Policy**

No local official or employee shall be the immediate supervisor, or that supervisor's immediate supervisor, of a related person. The Human Resources Department will work with the affected related persons to resolve violations of this provision that exist because of existing supervisory relationships.

A local official or employee of the city shall not influence or attempt to influence the hiring, transfer, suspension, promotion, discharge, reward, discipline, or the adjustment of grievances of a related person.

A local official or employee of the city shall not influence, or attempt to influence the awarding of a city contract to a related person. No local official or employee shall be responsible for managing a city contract with a related person.

## **III. Definitions**

A. Related person shall mean a person in a marital relationship, a domestic partner relationship or other committed relationship with a local official or employee, or in a significant familial relationship with a local official or employee.

B. Significant familial relationship means:

1. By blood or adoption: parent, child, grandparent, grandchild brother, sister, half-brother, half-sister, uncle, aunt, nephew, niece, first cousin.

2. By marriage: husband, wife, stepparent, stepchild, stepbrother, stepsister, brother-in-law, sister-in-law, father-in-law, mother-in-law, son-in-law, daughter-in-law, uncle, aunt, nephew, niece. Divorce terminates a significant familial relationship by marriage.

Last updated Oct. 23, 2012



**Minneapolis**  
City of Lakes

**Police Department**

Janeé L. Harteau  
Chief of Police

350 South 5th Street - Room 130  
Minneapolis MN 55415-1389

612 673-2735  
TTY 612 673-2157

Filed By	CM
Date	2-11-15

**All MPD Personnel:**

**RE: Important Message Concerning Email**

This is a reminder that email privileges are governed by the City of Minneapolis Electronic Communication Policy. The Policy is located on the Intranet at: [http://www.ci.minneapolis.mn.us/policies/policies\\_electronic-communications-policy](http://www.ci.minneapolis.mn.us/policies/policies_electronic-communications-policy). Electronic communications are public data and must reflect a positive, professional image of the City of Minneapolis.

The policy covers all electronic communications, including the City's email, and internal and external websites. Every person who was given or has gained access to the City's computer system is responsible for adhering to City standards when electronic communications are sent, received, forwarded, saved or otherwise disseminated. Anyone who uses this system in a manner that is not consistent with City policies may be subject to disciplinary action, up to and including termination.

Employees are prohibited from intentionally viewing, sending or disseminating inappropriate email materials, including harassing, threatening or obscene materials (any materials with ANY sexual connotation). You are encouraged to advise anyone who sends or disseminates such inappropriate materials to stop from doing so. If you view such materials or receive such materials from a City employee, vendor, volunteer or other agent of the City, report it to your immediate supervisor, the Human Resources Generalist, or the Minneapolis Police Department's Internal Affairs Unit. Do not delete the information from your computer until appropriate authorities have had an opportunity to retrieve the information for their investigation. Employee email and/or electronic files may be audited in an attempt to determine if the policy is being violated.

Sincerely,

Chief of Police Janeé Harteau

Name Felix Alvarado Employee Number 000079  
(Print)

Signature [Handwritten Signature] Date 1/05/15  
(Acknowledgment Receipt)



City of Minneapolis  
APPLICANT PROFILE

5/1  
OK / [unclear]

JOB TITLE: Community Service Officer-C  
APPLICANT: Felix Alvarado

JOB OPENING ID: 21446  
RECRUITER: Heather Rende

Filed By CM  
Date 2-11-15

JOB OPENING DATA

Job Opening ID: 21446  
Job Opening Status: 010 Open  
Position Number: 00003496 Community Service Officer-C PT  
Job Code: 02350C Community Service Officer-C  
Department: 4000000 POLICE DEPARTMENT  
Location: C4000 Police  
Hiring Manager:

APPLICANT DATA

Applicant ID: 107474  
Applicant JO Status: External Applicant  
Check Further Status: No  
Preferred Contact: Not Specified

Address:

13.43 - Personnel Data

Phone Number (s):  
Email Address (es):

Nepotism Declaration:  
Comments:

13.43

13.43 - Personnel Data

RECRUITMENT DATA

Disposition Status: 020 Applied / 100 - Online Application  
Referral Source: City Department or Employee  
Referral SubSource: Other (type in field below)  
Referral Details: Police Explorer Advisor  
Total Screening Points:  
Application Date: 04/24/2014

APPLICATION DATA

Previous City Employment: No  
Can Contact Current Employer:

13.43

Employer: Wells Fargo  
Job Title: Teller  
Address: 2218 E Lake st  
Minneapolis, MN 55407 USA  
Phone: 6126776256  
Start Date: 07/24/2013 End Date: Years of Experience: 0.8

Reason for Leaving:

13.43 - Personnel Data

Report ID: MHRS003

Page No. 14  
Run Date: 05/01/2014  
Run Time: 13:33:42

City of Minneapolis

APPLICANT PROFILE

JOB TITLE: Community Service Officer-C

JOB OPENING ID:21446

APPLICANT: Felix Alvarado

RECRUITER: Heather Rende

Job Duties:

I help customers daily with bank needs such as cashing checks, making deposits, and making withdraws etc.

I provide customers with information on the bank accounts they have.

I Handle high cash amounts all day.

Employer: Pizza Luce

Job Title: Cook

Address: 119 North 4th St  
Minneapolis, MN 55401 USA

Phone: 6123337359

Start Date:10/20/2012 End Date:07/22/2013 Years of Experience: 0.8

Reason for Leaving:

13.43 - Personnel Data

Job Duties:

Make food for customers.

Prep food such a chicken, chicken wings, mashed potatoes etc.

Make salads.

Clean.

Employer: Mongos

Job Title: Line

Address: 11628 Fountains Drive N  
Maple Grove, MN 55369 USA

Phone: 7634932695

Start Date:07/20/2012 End Date:10/20/2012 Years of Experience: 0.3

Reason for Leaving:

13.43 - Personnel Data

Job Duties:

Prep food and vegetable, Refill the buffet line with more food, meat and vegetables.

Cook soup and refill dish rack.

Provide customers with information on sauces and food

Employer: Mcdonalds

Job Title: Cashier

Address: 1168 Silver Lake Rd NW  
New Brighton, MN 55112 USA

Phone: 651 6365254

Start Date:06/20/2011 End Date:03/20/2013 Years of Experience: 1.8

Reason for Leaving:

13.43 - Personnel Data

Job Duties:

Report ID: MHRS003

Page No. 15

Run Date:05/01/2014

Run Time:13:33:42

City of Minneapolis

APPLICANT PROFILE

JOB TITLE: Community Service Officer-C

JOB OPENING ID:21446

APPLICANT: Felix Alvarado

RECRUITER: Heather Rende

Work on cashier.  
Provide customer service.  
Make food, ice cream, drinks etc.  
Clean restaurant

Employer: Dairy Queen  
Job Title: Cashier  
Address: 109 S 7th St Ste 249, Baker center  
Minneapolis, MN 55402 USA  
Phone: 6122040830  
Start Date:06/20/2010 End Date: Years of Experience: 3.9

Reason for Leaving: 13.43 - Personnel Data

Job Duties:  
Provide customer Service.  
Make products such as ice cream, food, drinks etc.  
Handle money and cashier.  
Clean around the store

Education

Highest Education Level: D-Some College  
The applicant did not provide education information.

Training

School: Police Activities League (PAL)  
Course: Minneapolis Police Explorer  
Start Date: 10/20/2013  
End Date:

Licenses/Certificates

The applicant did not provide license or certificate data.

Languages

Spanish Speaking High Reading High Writing High

Online Questionnaire

Question: 1. The CSO program is designed to help students earn a 2-year law enforcement degree. Upon successful completion of the program, CSOs are expected to promote to Officer & make a 2-year commitment as an MPD Officer. Do you understand this expectation?

Answer - Correct  
Yes

Question: 2. A CSO that is hired by the Minneapolis Police Department will work a minimum of 20 hours per week and consider this job their primary

City of Minneapolis

APPLICANT PROFILE

JOB TITLE: Community Service Officer-C

JOB OPENING ID:21446

APPLICANT: Felix Alvarado

RECRUITER: Heather Rende

employment responsibility. Do you understand this requirement and expectation?

Answer - Correct  
Yes

Question: 3. During your time in the CSO program, you will be put through a rigorous physical fitness program and be expected to reach and maintain certain fitness goals in order to become a Police Officer. I you understand this requirement and expectation?

Answer - Correct  
Yes

Question: 4. Will you be at least 18 years of age by July 23, 2014?

13.43 - Personnel Data

Question: 5. Do you possess a valid driver's license?

13.43 - Personnel Data

Question: 6. Are you willing and able to work daytime hours Monday through Friday?

13.43 - Personnel Data

Question: 7. Will you have a High School diploma or equivalent by July 23, 2014?

13.43 - Personnel Data

Question: 8. Will you be enrolled in an accredited college university by July 23, 2014.

13.43 - Personnel Data

Question: 9. Have you applied with MPD in the past 3 years and been disqualified during the Background process?

13.43 - Personnel Data

Question: 10. This position requires a Minneapolis Police Department background check, which disqualifies individuals who have been convicted of a felony crime. Will you be able to pass this background check?

13.43 - Personnel Data

Question: 11. Applicants who have already taken and passed the MN Board of POST Licensing Exam are NOT eligible for the CSO position. Have you ever taken and passed the POST Licensing Exam?

City of Minneapolis

APPLICANT PROFILE

JOB TITLE: Community Service Officer-C

JOB OPENING ID:21446

APPLICANT: Felix Alvarado

RECRUITER: Heather Rende

## 13.43 - Personnel Data

Question: 12. There are currently 7 languages that are prevalent in Minneapolis. If you are fluent in any of these languages please check the corresponding box. If not, do not check a box.

Answer - Correct

Spanish

Question: 13. Your application will be deemed INCOMPLETE if you have not answered each of the 12 questions above. Have you double checked that each of the 12 questions above have a box checked? Please do so at this time.

Answer - Correct

Yes

Resume Text:

The applicant did not provide resume information.

References

Name:

Ref Type:

Title:

Employer:

Name:

Ref Type:

Title:

Employer:

Name:

Ref Type:

Title:

Employer:

## 13.43 - Personnel Data

\*Indicates required info

City of Minneapolis Human Resources Department  
250 South 4th Street, Room 100  
Minneapolis, MN 55415-1339

FILED BY MR MAR . 8 2018

### Employee Job Change Form

*Employee ID Number:	000079	*Employee Name:	Felix Alvarado
*Effective date of Action:	12/10/17	*Action/Reasons:	Pay Rate Change Step Increase
*Are these changes permanent?	<input type="checkbox"/> Yes <input type="checkbox"/> No	If temporary, indicate expected end date:	
*Is this a Detail?	<input type="checkbox"/> Yes <input type="checkbox"/> No		
*Is this a Concurrent Job?	<input type="checkbox"/> Yes <input type="checkbox"/> No		
*Dept Code:	POLICE DEPARTMENT - 4000000	Location Code:	
		Company Code:	

\*Job Code/Job Title: **08173C - POLICE OFFICER D . C**

Position Number (if applicable):

REGULAR/TEMPORARY/SEASONAL STATUS	HOURS STATUS
Regular	<input checked="" type="checkbox"/> Full-Time
	<input type="checkbox"/> Part-Time (enter hours per week):
	<input type="checkbox"/> Intermittent (enter approximate hrs per week):

EMPLOYEE CLASS	CLASSIFIED INDICATOR
Certified	
PAY GROUP (if Detail use positive pay group for all records):	STANDARD HOURS PER WEEK (use 0 for details or intermittent):
PDP Police Dept Positive Employee	

Salary Adm Plan	Salary Grade	Current Step	New Step	Current Base Rate	New Base Rate
CPO	06	1	2	30.976	31.882

JOB EARNINGS DISTRIBUTION (Combo Code)						
Percent	Earn Code	Fund	Department	Task	Project	Activity
	REG					
	REG					
	REG					

PROBATION					PROBATION END DATE	DATE LAST WORKED
<input type="checkbox"/> None	<input type="checkbox"/> 3 Months	<input type="checkbox"/> 6 months	<input type="checkbox"/> 12 months	<input type="checkbox"/> Other		

Union Code	New Union Code	Officer Code	FICA Status
		<input type="checkbox"/> Non-Sworn <input type="checkbox"/> Sworn	<input type="checkbox"/> Exempt <input type="checkbox"/> Medicare Only <input type="checkbox"/> Subject

Requires SEI (Statement of Economic Interest)  No  Yes

*Submitted By (type or print name below) rates listed are 2017 rates - new rates 1/7/2018	*Date - enter below
*Approved By (Signature of authorized department representative below) <i>[Signature]</i>	*Date - enter below 1/23/18
*If Transfer (Signature of accepting department representative below)	*Date - enter below
*If Transfer or Voluntary Demotion (Employee Signature below)	*Date - enter below
*Entered into HRIS by (HRIS Representative Signature below) <i>[Signature]</i>	*Date - enter below 1/18/2018

\*Indicates required info

City of Minneapolis Human Resources Department  
250 South 4th Street, Room 100  
Minneapolis, MN 55415-1339

Filed By MC 12/21/16  
RECEIVED Date DEC 09 2016

### Employee Job Change Form

*Employee ID Number:	000079	*Employee Name:	Felix Alvarado
*Effective date of Action:	12/20/16	*Action/Reasons:	Pay Rate Change City Step Adjustment
*Are these changes permanent?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	If temporary, indicate expected end date:	
*Is this a Detail?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
*Is this a Concurrent Job?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
*Dept Code:	Police Department - 4000000	*Location Code:	4000C
		*Company Code:	MPL (City and MBC)

\*Job Code/Job Title: \_\_\_\_\_

Position Number (if applicable): \_\_\_\_\_

REGULAR/TEMPORARY/SEASONAL STATUS	HOURS STATUS
<input type="checkbox"/> Full-Time	<input type="checkbox"/> Full-Time
<input type="checkbox"/> Part-Time (enter hours per week):	<input type="checkbox"/> Part-Time (enter hours per week):
<input type="checkbox"/> Intermittent (enter approximate hrs per week):	<input type="checkbox"/> Intermittent (enter approximate hrs per week):
EMPLOYEE CLASS	CLASSIFIED INDICATOR
_____	_____
PAY GROUP (if Detail use positive pay group for all records):	STANDARD HOURS PER WEEK (use 0 for details or intermittent):
_____	40

Salary Adm Plan	Salary Grade	Current Step	New Step	Current Base Rate	New Base Rate
CPO		16	1	26.97	28.05

JOB EARNINGS DISTRIBUTION (Combo Code)						
Percent	Earn Code	Fund	Department	Task	Project	Activity
100	REG	00100	4004320			
	REG					
	REG					

PROBATION					PROBATION END DATE	DATE LAST WORKED
<input type="checkbox"/> None	<input type="checkbox"/> 3 Months	<input type="checkbox"/> 6 months	<input type="checkbox"/> 12 months	<input type="checkbox"/> Other		

Union Code	New Union Code	Officer Code	FICA Status
CPO		<input type="checkbox"/> Non-Sworn <input checked="" type="checkbox"/> Sworn	<input type="checkbox"/> Exempt <input checked="" type="checkbox"/> Medicare Only <input type="checkbox"/> Subject

Requires SEI (Statement of Economic Interest)  No  Yes

*Submitted By (type or print name below)	*Date - enter below
Heather Rende	12/07/16
*Approved By (Signature of authorized department representative below)	*Date - enter below
<i>Heather Rende</i>	12/7/16
*If Transfer (Signature of accepting department representative below)	*Date - enter below
*If Transfer or Voluntary Demotion (Employee Signature below)	*Date - enter below
*Entered into HRIS by (HRIS Representative Signature below)	*Date - enter below
<i>Wade Brown</i>	12/16/2016

\*Indicates required info

City of Minneapolis Human Resources Department  
250 South 4th Street, Room 100  
Minneapolis, MN 55415-1339

Filed By *CAF*  
Date *2-25-16*

### Employee Job Change Form

*Employee ID Number:	000079	*Employee Name:	Felix Alvarado
*Effective date of Action:	01/11/16	*Action/Reasons:	Data Change Full/Part/Intermittent Time Ch
*Are these changes permanent?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	If temporary, indicate expected end date:	
*Is this a Detail?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
*Is this a Concurrent Job?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
*Dept Code:	Police Department - 4000000	*Location Code:	4000C
		*Company Code:	MPL (City and MBC)

*Job Code/Job Title:	02350C Community Service Officer-C		
Position Number (if applicable):	00001159		

REGULAR/TEMPORAY/SEASONAL STATUS	HOURS STATUS
Regular	<input checked="" type="checkbox"/> Full-Time
	<input type="checkbox"/> Part-Time (enter hours per week):
	<input type="checkbox"/> Intermittent (enter approximate hrs per week):

EMPLOYEE CLASS	CLASSIFIED INDICATOR
Certified	Classified (City)
PAY GROUP (if Detail use postive pay group for all records):	STANDARD HOURS PER WEEK (use 0 for details or intermittent):
CCP City Council Positive Empl	40

Salary Adm Plan	Salary Grade	Current Step	New Step	Current Base Rate	New Base Rate
CAF					

JOB EARNINGS DISTRIBUTION (Combo Code)						
Percent	Earn Code	Fund	Department	Task	Project	Activity
100	REG	00100	4004680			
	REG					
	REG					

PROBATION					PROBATION END DATE	DATE LAST WORKED
<input type="checkbox"/> None	<input type="checkbox"/> 3 Months	<input type="checkbox"/> 6 months	<input type="checkbox"/> 12 months	<input type="checkbox"/> Other		

Union Code	New Union Code	Officer Code	FICA Status
CAF		<input checked="" type="checkbox"/> Non-Sworn <input type="checkbox"/> Sworn	<input type="checkbox"/> Exempt <input type="checkbox"/> Medicare Only <input checked="" type="checkbox"/> Subject

Requires SEI (Statement of Economic Interest)	<input type="checkbox"/> No <input type="checkbox"/> Yes
---	--

*Submitted By (type or print name below)	*Date - enter below
Heather Rende	01/06/16
*Approved By (Signature of authorized department representative below)	*Date - enter below
<i>Heather Rende</i>	1/7/16
*If Transfer (Signature of accepting department representative below)	*Date - enter below
*If Transfer or Voluntary Demontion (Employee Signature below)	*Date - enter below
*Entered into HRIS by (HRIS Representative Signature below)	*Date - enter below
<i>USA Proulx</i>	1/15/2016



FILED BY MR DEC 29 2017

**Police Department**

Janeé L. Harteau  
Chief of Police

350 South 5th Street - Room 130  
Minneapolis, MN 55415-1389

612 673-2735  
TTY 612 673-2157

December 17, 2014

Felix Alvarado

**13.43 - Personnel Data**

Dear Felix,

Congratulations! You have passed all of the requirements necessary for entrance into our Community Service Officer Academy. It is with great pleasure that I welcome you to the Minneapolis Police Department.

**Salary:** Your starting salary will be Step 1 of the approved salary schedule for this position: \$15.64/hour. City employees are paid bi-weekly. You will receive your first partial paycheck on January 23, 2015.

**Benefits:** You will receive benefits as dictated by City policy and existing law. This will be further discussed on the first day of academy.

**Time Off:** You will accrue vacation and sick days on a prorated basis.

**Orientation:** The Community Service Officer Academy is three full weeks of training. On Monday, January 5, 2015, please report to training room #2 at the Special Operations Center (SOC) (formerly Hamilton School), 4119 DuPont Avenue North, Minneapolis, MN 55412. Orientation begins at 0800. Arrive in business attire. Bring either your checkbook or a debit/credit card (for Lifetime Fitness enrollment).

Human Resources Representatives will be in attendance on your first day to provide you with helpful information, to answer questions, and to complete your employee paperwork. Bring a voided check or routing and account number (for direct deposit).



Identity verification and employment eligibility to work in the United States is now processed through Equifax with E-Verify. This is a paperless process in which you will complete section 1 of the I-9 form online, prior to your first day:

- Log onto [www.newI9.com](http://www.newI9.com) to complete section 1 of the I-9 Form
- User employer code **11468**
- You will see a link for instructions once you have signed in

Please note that you are also required to present these original documents (no copies) to prove your identity and authorization to work in the United States on your first day of employment.

**Academy:** After the first day of the academy, you will wear your CSO uniform in the classroom. During Physical Training (PT), you will wear the designated PT outfit. Except for the first day, your hours during the CSO Academy are Monday - Friday from 0800 to 1600, but will vary.

**Uniforms and Equipment:** The Minneapolis Police Department will cover the cost of the uniform and equipment listed on the top portion of the attached document, which must be purchased at Keepers.

The equipment that you are responsible for purchasing is listed on the bottom portion of the attached document, and can be purchased at Keepers only.

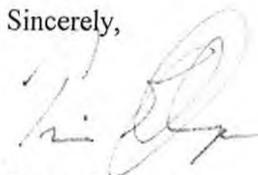
You will need to present photo ID before making any orders or purchases.

Keepers Uniforms  
1055 Westgate Drive, Suite 160  
Saint Paul, MN 55114  
651-288-5199

**Contact:** If you have questions or concerns, feel free to call Sergeant Jan Callaway at her office (612) 673-3326.

I look forward to seeing you on the first day of your new career.

Sincerely,



Travis Glampe  
Deputy Chief  
Office of Professional Standards  
Minneapolis Police Department

Enclosure: Required Equipment for Minneapolis Police Recruits

Cc: Employee Personnel file  
Department HRIS Administrator

Filed By Amr  
Date 01/14



# HIRE/PERSONNEL ACTION FORM

## Employee Information

**Employee:** Alvarado, Felix E

**Address 1:** [Redacted]

**Address 2:** [Redacted]

**City:** 13.43 - Personnel Data      **State:** [Redacted]      **Zip:** 13.43 - Personnel Data

**Phone:** [Redacted]      **Ethnicity:** 13.43 - Personnel Data

**Gender:** [Redacted]

## Hire Information

**Person ID:** 28156729

**Job Class #:** 08173C      **Job Class:** Police Officer-C

**Hire Date:** 08/08/16      **Pay Rate:** \$26.97

**Department:** Police Department

**Location Code:** Police

**Hire Req. #:** 2016-00343      **Job Term:** Full-time

**Comments:** Promotion from CSO to Recruit      000079

## Additional Information

**Action/Action Reason:** Promotion, Central HR Staffing Process

**Salary Step:** 11

**Earnings Distribution % - 1:** 100

**Earnings Distribution % - 2:** [Redacted]

**Combo Code - 1:** 001004004320--

**Combo Code - 2:** [Redacted]

**Probationary Date:** [Redacted]

**Expected End Date:** [Redacted]

*Probation Date: 8/8/2017*  
*Proj. Exp. Date: 8/8/2016*

Printed on August 16, 2016

Filed By	<i>JMB</i>
Date	<i>9/24/16</i>



**Minneapolis**  
City of Lakes

## HIRE/PERSONNEL ACTION FORM

### Employee Information

**Employee:** Alvarado, Felix E  
**Address 1:** [REDACTED]  
**Address 2:** [REDACTED]  
**City:** [REDACTED] **State:** [REDACTED] **Zip:** 13.43  
**Phone:** [REDACTED]  
**Gender:** [REDACTED] **Ethnicity:** [REDACTED]

### Hire Information

**Person ID:** 28156729  
**Job Class #:** 08173C **Job Class:** Police Officer-C  
**Hire Date:** 08/08/16 **Pay Rate:** \$26.97  
**Department:** Police Department  
**Location Code:** Police  
**Hire Req. #:** 2016-00343 **Job Term:** Full-time  
**Comments:** Promotion from CSO to Recruit

### Additional Information

**Action/Action Reason:** Promotion, Central HR Staffing Process  
**Salary Step:** *116*  
**Earnings Distribution % - 1:** 100  
**Earnings Distribution % - 2:**  
**Combo Code - 1:** 001004004320--  
**Combo Code - 2:**  
**Probationary Date:**  
**Expected End Date:**

Printed on August 16, 2016

Filed By cm  
Date 2-11-15

## Electronic Communication Policy Employee Acknowledgement

**I have received an electronic or paper copy of,  
or reviewed the CityTalk version of**

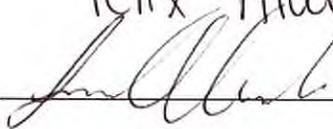
the revised City's Electronic Communication Policy  
approved by the Council on September 2, 2005  
and effective September 10, 2005.

I understand that I am accountable for knowing and abiding by the Electronic Communication Policy and that I will be held accountable for abiding by this policy and its procedures. I understand how to access the online version of the Electronic Communication Policy in the CityTalk Policy Library.\*

*(\*If you do not understand how to access the online Policy Library, see your immediate supervisor for training until you are able to successfully access the Library.)*

I understand that this receipt is filed with my personnel records

Felix Alvarado 000079

Signature 

Date 01/05/15

**2016-00160 - Police Recruit - Internal Promotion Opportunity - Amended**

**Contact Information -- Person ID: 28156729**

Name: Felix E Alvarado Address: 13.43 - Personnel Data  
 Home Phone: 13.43 - Personnel Data Alternate Phone: 13.43 - Personnel Data  
 Email: 13.43 - Personnel Data

**Personal Information**

Driver's License: 13.43 - Personnel Data  
 Can you, after employment, submit proof of your legal right to work in the United States? 13.43 - Personnel Data  
 What is your highest level of education? Associate's Degree

**Education**

**College** Did you graduate: Yes  
*Hennepin Technical College* College Major/Minor: Law Enforcement  
<https://www.hennepintech.edu/> Units Completed: 2 Semester  
 8/2015 - 3/2016 Degree Received: Associate's  
 Brooklyn Park, Minnesota

**College** Did you graduate: No  
*Minneapolis Community & Technical College* College Major/Minor: Law enforcement  
[www.minneapolis.edu](http://www.minneapolis.edu) Units Completed: 4 Semester  
 8/2013 - 6/2015 Degree Received: No Degree  
 Minneapolis, Minnesota

**High School** Did you graduate: Yes  
*Columbia Heights High School* Highest Level Completed: 12  
<http://www.colheights.k12.mn.us> Did you receive a GED? No  
 13.43 - Personnel Data Degree Received: High School Diploma  
 Columbia Heights, Minnesota

**Work Experience**

**Meat Server** Hours worked per week: 8  
 5/2015 - Present Monthly Salary: \$600.00  
 Name of Supervisor: Jeff Swanson - Store Manager  
 Rodizio Grill May we contact this employer? 13.43  
<https://www.rodiziogrill.com/>  
 12197 Elm Creek Blvd N  
 Maple Grove, Minnesota 55369  
 763-657-1133

**Duties**

- Provide customers with excellent divine dining experience
- Serve and inform customers about the restaurants meat
- Prep food
- Check with customers to ensure that they are enjoying their meals and -take action to correct any problems.
- Provide guests with information about local areas, including giving directions.

**Community Service Officer** Hours worked per week: 40  
 1/2015 - Present Monthly Salary: \$1,800.00  
 Name of Supervisor: Adrian Infante -

Minneapolis Police Department  
http://www.ci.minneapolis.mn.us/police/  
4119 Dupont Ave N  
Minneapolis, Minnesota 55412  
612-554-1618

Sergeant  
May we contact this employer? **13.43**

**Duties**

- Assist in traffic control of special events, major fires, parades and accidents
- Assist department officers or other agencies in providing transportation as requested
- Assist patrol officers in non-enforcement activities
- Translate
- Maintain police vehicles and equipment as assigned
- Pick up and deliver correspondence for the department and community organizations
- Identify and report criminal activities
- Help out in the Minneapolis Police Crime Lab unit
- Work with kids from the community
- Help out with the Minneapolis Police Explorer program
- Assist in Community events, such as block parties, national night out, Northeast Parade and much more.

**Teller**

7/2013 - 12/2014

Wells Fargo  
www.wellsfargo.com  
2218 E Lake St  
Minneapolis, Minnesota 55407  
612-667-6256

Hours worked per week: 30  
Monthly Salary: \$1,000.00  
Name of Supervisor: Maria Castanon - Service Manager  
May we contact this employer? **13.43**

**Duties**

- Process routine account transactions.
- Help customers fill out deposit and withdrawal slips.
- Disburse money to customers
- Greet people warmly and direct them to appropriate bank personnel.
- Promote bank products.
- Report suspicious activity to police.
- Count high amounts of cash at beginning and end of shift.

**Reason for Leaving**

**13.43 - Personnel Data**

**Certificates and Licenses**

**Skills**

Office Skills

Typing: 60  
Data Entry: 15000

Languages

Spanish - Speak, Read, Write

**Additional Information**

Volunteer Experience

Volunteer for the Minneapolis Police Explorers. Approximately 12 hours a month.

**References**

Personal

**13.43 - Personnel Data**



## 13.43 - Personnel Data

### Resume

#### Text Resume

City of Minneapolis has chosen not to collect this information for this job posting.

### Attachments

Attachment	File Name	File Type
------------	-----------	-----------

	13.43 - Personnel Data	
--	------------------------	--

### Agency-Wide Questions

1. Q: Have you ever been employed by the City of Minneapolis?

A: Yes -- I am a current employee

2. Q: For City of Minneapolis employees, in which department do you work?

A: Police

3. Q: For City of Minneapolis employees, please provide your job title.

A: Community Service Officer

4. Q: For City of Minneapolis employees, please provide your employee ID or Badge number.

A: 000079

5. Q: Do you have any related persons who work for the City of Minneapolis?

## 13.43 - Personnel Data

6. Q: If you answered "Yes" to the nepotism question above, provide the related person's name, department they currently work in at the City, and their relationship to you.

## 13.43 - Personnel Data

**7. Q:** Are you a veteran who is requesting Veterans' Preference Points? If yes, complete and attach to your application the Veterans Preference Form and your DD-214 showing discharge type.

**A:** No

**8. Q:** The City of Minneapolis provides applicant notifications and status updates electronically.

**A:** I understand that all notices and status updates will be sent to the e-mail address I provided in my application.

### Supplemental Questions

**1. Q:** How did you find out about this position? (Select all that apply)

## 13.43 - Personnel Data

**2. Q:** Please specify where you heard about the position (e.g., specific website name, name of person referring, name/location of job fair).

## 13.43 - Personnel Data

**Rank History**

Close

Rank History for: Felix Alvarado  
 Employee ID Number: 000079

Add Rank

Edit	Delete	Rank	Start Date	EndDate	Adjusted Days	Seniority Start Date	Hiring Year	Hiring Order	Reason
Edit	Delete	Police Officer	12/20/2016		0	12/20/2016	2016		Promotion
Edit	Delete	Police Recruit	8/8/2016	12/19/2016	0	8/8/2016	2016		Promotion
Edit	Delete	Community Service Officer	1/5/2015	8/7/2016	0	1/5/2015	2015	13.43	

Unit Assignment History

Close

Add Historical Assignment

Assignment(s) for: Felix Alvarado

Employee ID Number: 000079

Edit	Delete	Unit Assignment	Assignment Type	StartDate	EndDate	Name Change
		CSO Program	Primary	1/5/2015	8/7/2016	
		Academy	Primary	8/8/2016	12/24/2016	
		Pct 2 13.43	Temporary	12/25/2016	2/4/2017	
		Pct 2	Temporary	2/5/2017	3/4/2017	
		Field Training	Primary	12/25/2016	6/24/2017	
		Pct 4	Temporary	3/5/2017	6/24/2017	
			Temporary	1/26/2018	2/4/2018	
		Pct 2	Primary	6/25/2017	3/3/2018	
		Pct 1	Primary	3/4/2018	9/15/2018	
		Pct 4 13.43	Primary	9/16/2018	2/2/2019	
Edit		Pct 4	Primary	2/3/2019	1/4/2020	
Edit		Pct 4	Primary	1/5/2020		

### Training Records

**Training History for:** Felix Alvarado

**Employee Id:** 000079

**Total Continued Education Credits:** 270.0

**Total Instructor Credits:** 0.0

(Add training that are not associated with an existing Event/TimeSlot)

		Course	Start Date	End Date	Grade	Continued Education Credits	Instructor Credits	Make	Model	Serial #	Comment
Edit	Delete	2019 Annual In-Service Training Program, Phase III, September - December 2019	11/5/2019	11/5/2019	Not Applicable	7.00					
Edit	Delete	2019 Annual In-Service Training Program, Phase III, September - December 2019	11/4/2019	11/4/2019	Not Applicable	7.00					
Edit	Delete	2019 Annual In-Service Training Program, Phase II, (Apr-Aug/Sep 25-26)	6/13/2019	6/13/2019	Not Applicable	7.00					
Edit	Delete	2019 Annual In-Service Training Program, Phase II, (Apr-Aug/Sep 25-26)	6/12/2019	6/12/2019	Not Applicable	7.00					
Edit	Delete	2019 TASER Re-Certification, April 15 or 22 or May 6, 2019	4/15/2019	4/15/2019	Not Assigned	4.00					
Edit	Delete	2019 Final Four Mandatory Orientation Session, March 11, 12, 13, 14, 2019	3/13/2019	3/13/2019	Not Applicable	3.00					
Edit	Delete	2019 Semi-Automatic Handgun Qualification and Gas Mask Fit Testing, January - February 2019, Multipl	1/29/2019	1/29/2019	PASS	1.00					
Edit	Delete	2019 Annual In-Service	1/24/2019	1/24/2019	Not Applicable	7.00					

		Training Program, Phase I, January - March 2019								
Edit	Delete	2019 Annual In-Service Training Program, Phase I, January - March 2019	1/23/2019	1/23/2019	Not Applicable	7.00				
Edit	Delete	2018 Annual In-Service Training Program, Multiple Dates	11/8/2018	11/8/2018	Not Applicable	7.00				
Edit	Delete	2018 Annual In-Service Training Program, Multiple Dates	11/7/2018	11/7/2018	Not Applicable	7.00				
Edit	Delete	2018 Emergency Vehicle Operations Course, Multiple Dates	10/11/2018	10/11/2018	Not Applicable	7.00				
Edit	Delete	2018 Shotgun and CIT Training Program, GROUP B, Multiple dates	9/25/2018	9/25/2018	Not Applicable	7.00				
Edit	Delete	2018 NARCAN and Procedural Justice Refresher, GROUP A, SWORN, Multiple Dates	8/2/2018	8/2/2018	Not Applicable	7.00				
Edit	Delete	2018 PIMS Basic Patrol Training Program, April 23-25, 2018, Night Session	4/25/2018	4/26/2018	Not Applicable	7.00				
Edit	Delete	2018 PIMS Basic Patrol Training Program, April 23-25, 2018, Night Session	4/24/2018	4/25/2018	Not Applicable	7.00				
Edit	Delete	2018 PIMS Basic Patrol Training Program, April 23-25, 2018, Night Session	4/23/2018	4/24/2018	Not Applicable	7.00				
Edit	Delete	2018 Annual Handgun Qualification and Gas Mask Fit Testing, January 2 - 19, 2018	1/16/2018	1/16/2018	PASS	1.00				

		2018 Super Bowl LII, Law Enforcement Officer Orientation, January 10, 2018	1/10/2018	1/10/2018	Not Applicable	6.00							
Edit	Delete	2017 Stadium Exercise, December 8, 2017, 1330-1800 hours	12/8/2017	12/8/2017	Not Applicable	5.00							
Edit	Delete	2017 Bike Cyclist Certification Course, August 8-11, 2017	8/8/2017	8/8/2017	Not Assigned	36.00							
Edit	Delete	2017 In-Service Training Program, Active Shooter, Super Bowl, Phase II, for Patrol	5/8/2017	5/8/2017	Not Applicable	10.00							
Edit	Delete	2017 Spring EVOC Training Program, April - May, 2017	5/3/2017	5/3/2017	Not Applicable	10.00							
Edit	Delete	2017 Spring CIT Training Program, March 20-24, 2017	3/24/2017	3/24/2017	Not Applicable	7.00							
Edit	Delete	2017 Spring CIT Training Program, March 20-24, 2017	3/23/2017	3/23/2017	Not Applicable	7.00							
Edit	Delete	2017 Spring CIT Training Program, March 20-24, 2017	3/22/2017	3/22/2017	Not Applicable	7.00							
Edit	Delete	2017 Spring CIT Training Program, March 20-24, 2017	3/21/2017	3/21/2017	Not Applicable	7.00							
Edit	Delete	2017 Spring CIT Training Program, March 20-24, 2017	3/20/2017	3/20/2017	Not Applicable	7.00							
Edit	Delete	2017 In-Service Program, Super Bowl, Phase I, PATROL, 10 hours	2/8/2017	2/8/2017	Not Applicable	10.00							
Edit	Delete	2017 Annual Semi-Automatic Handgun, Shotgun	1/11/2017	1/11/2017	PASS	1.00							

		Qualification and Gas Mask Fit Testing, Jan- Feb									
Edit	Delete	2016 FEMA IS-00100.1eb Introduction to the Incident Command System	12/1/2016	12/1/2016	PASS	0.00					*Academy Course
Edit	Delete	2016 FEMA IS-00200.b ICS for Single Resources and Initial Action Incident	12/1/2016	12/1/2016	PASS	0.00					*Academy Course
Edit	Delete	2016 FEMA IS-00700.a National Incident Management System	12/1/2016	12/1/2016	PASS	0.00					*Academy Course
Edit	Delete	2016 FEMA IS-00800.b National Response Framework, An Introduction	12/1/2016	12/31/2016	PASS	0.00					*Academy Course
Edit	Delete	2016 City of Minneapolis-Political Ethics Video	10/26/2016	10/26/2016	Not Applicable	0.00					
Edit	Delete	2016 Body Worn Camera Patrol Training Program, October 20, 2016	10/20/2016	10/20/2016	Not Applicable	2.00					
Edit	Delete	2016 Procedural Justice, Module 3, September 28, 2016, Recruit Academy	9/28/2016	9/28/2016	Not Applicable	7.00					*Academy Course
Edit	Delete	2016 Basic Narcotics Field Test Certification (Academy Course)	9/22/2016	9/22/2016	Not Applicable	0.00					*Academy Course
Edit	Delete	2016 Procedural Justice, Module 2, September 20, 2016 CADET & RECRUIT ACADEMIES	9/20/2016	9/20/2016	Not Applicable	0.00					*Academy Course
Edit	Delete	2016 Let's Play United, Autism Training Event,	9/17/2016	9/17/2016	Not Applicable	7.00					

		Septmeber 17, 2016									
Edit	Delete	2016 Procedural Justice, Module 1, September 12, 2016 CADET & RECRUIT ACADEMIES	9/12/2016	9/12/2016	Not Applicable	0.00					*Academy Course
Edit	Delete	2016 Basic Motorcycle Riding Course-Range (Apr 25-26 or 27-28)	4/27/2016	4/28/2016	FAIL	10.00					*Dropped.
Edit	Delete	2016 Basic Motorcycle Riding Course- Classroom (Apr 22)	4/22/2016	4/22/2016	Not Applicable	4.00					
Edit	Delete	2016 DVS Security and Confidentiality of Data and Records- eLearning Module	3/23/2016	3/23/2016	Not Applicable	0.00					
Edit	Delete	2015 Traffic Control Direction of both Motorized and Pedestrian Traffic (var)	4/20/2015	4/20/2015	Not Applicable	20.00					

Filed By CM  
Date 2-11-15

**ACKNOWLEDGMENT  
OF  
Special Order S13-046**

**Regarding Non-Public Data**

By signing this Acknowledgment\* I certify that I have read Special Order S13-046 and reviewed the specific Policy and Procedures listed in the Order. I further acknowledge that I am required to protect data in accordance with state and federal law and MPD policy and that the failure to do so may subject me to criminal charges as well as discipline, up to and including discharge.

This Acknowledgment supplements my receipt of the electronic version of the MPD Policy and Procedure Manual.

EMPLOYEE NAME: Felix Alvarado  
(please print)

EMPLOYEE SIGNATURE [Signature] Date: 1/5/15

BADGE/IDENTIFICATION NUMBER: 0079/000079

SUPERVISOR'S NAME AND SIGNATURE: \_\_\_\_\_ Date: \_\_\_\_\_

Employees must sign in front of their supervisors. Supervisors must collect the signed forms and deliver them to their respective Inspector, Commander or Director.

\* Returning a signed acknowledgment form to your supervisor is mandatory.

Unit Assignment History

Close

Add Historical Assignment

Assignment(s) for: Felix Alvarado

Employee ID Number: 000079

Edit	Delete	Unit Assignment	Assignment Type	StartDate	EndDate	Name Change
		CSO Program	Primary	1/5/2015	8/7/2016	
		Academy	Primary	8/8/2016	12/24/2016	
		Pct 2 13.43	Temporary	12/25/2016	2/4/2017	
		Pct 2	Temporary	2/5/2017	3/4/2017	
		Field Training	Primary	12/25/2016	6/24/2017	
		Pct 4	Temporary	3/5/2017	6/24/2017	
		13.43	Temporary	1/26/2018	2/4/2018	
		Pct 2	Primary	6/25/2017	3/3/2018	
		Pct 1	Primary	3/4/2018	9/15/2018	
		Pct 4	Primary	9/16/2018	2/2/2019	
		Pct 4 13.43	Primary	2/3/2019	1/4/2020	
		Pct 4	Primary	1/5/2020	6/20/2020	
		Pct 4	Primary	6/21/2020	8/15/2020	
<a href="#">Edit</a>		Pct 4	Primary	8/16/2020		

## Training Records

**Training History for:** Felix Alvarado

**Employee Id:** 000079

**Total Continued Education Credits:** 299.0

**Total Instructor Credits:** 0.0

Add (Add training that are not associated with an existing Event/TimeSlot)

		Course	Start Date	End Date	Grade	Continued Education Credits	Instructor Credits	Make	Model	Serial #	Comment
<a href="#">Edit</a>	<a href="#">Delete</a>	2020 Use of Force Policy Updates, December 2020	12/14/2020	12/14/2020	Not Applicable	2.00					
<a href="#">Edit</a>	<a href="#">Delete</a>	2020 Shotgun Training Program	11/30/2020	11/30/2020	PASS	1.00					
<a href="#">Edit</a>	<a href="#">Delete</a>	2020 Mobile Field Force Training Program, October	10/28/2020	10/28/2020	Not Applicable	7.00					
<a href="#">Edit</a>	<a href="#">Delete</a>	2020 Taser 7 Re-Certification Training Program, Multiple Dates	4/24/2020	4/24/2020	Not Applicable	4.00					
<a href="#">Edit</a>	<a href="#">Delete</a>	2020 Annual In-Service Training Program, Phase I, January - December, Multiple Dates	1/30/2020	1/30/2020	Not Applicable	7.00					
<a href="#">Edit</a>	<a href="#">Delete</a>	2020 Annual In-Service Training Program, Phase I, January - December, Multiple Dates	1/29/2020	1/29/2020	Not Applicable	7.00					
<a href="#">Edit</a>	<a href="#">Delete</a>	2020 Annual Semi-Automatic Handgun and Gas Mask Fit Testing, January - February, Multiple dates	1/16/2020	1/16/2020	PASS	1.00					
<a href="#">Edit</a>	<a href="#">Delete</a>	2019 Annual In-Service Training Program, Phase III, September - December 2019	11/5/2019	11/5/2019	Not Applicable	7.00					
<a href="#">Edit</a>	<a href="#">Delete</a>	2019 Annual In-Service	11/4/2019	11/4/2019	Not Applicable	7.00					

		Training Program, Phase III, September - December 2019									
<a href="#">Edit</a>	<a href="#">Delete</a>	2019 Annual In-Service Training Program, Phase II, (Apr-Aug/Sep 25-26)	6/13/2019	6/13/2019	Not Applicable	7.00					
<a href="#">Edit</a>	<a href="#">Delete</a>	2019 Annual In-Service Training Program, Phase II, (Apr-Aug/Sep 25-26)	6/12/2019	6/12/2019	Not Applicable	7.00					
<a href="#">Edit</a>	<a href="#">Delete</a>	2019 TASER Re-Certification, April 15 or 22 or May 6, 2019	4/15/2019	4/15/2019	Not Assigned	4.00					
<a href="#">Edit</a>	<a href="#">Delete</a>	2019 Final Four Mandatory Orientation Session, March 11, 12, 13, 14, 2019	3/13/2019	3/13/2019	Not Applicable	3.00					
<a href="#">Edit</a>	<a href="#">Delete</a>	2019 Semi-Automatic Handgun Qualification and Gas Mask Fit Testing, January - February 2019, Multipl	1/29/2019	1/29/2019	PASS	1.00					
<a href="#">Edit</a>	<a href="#">Delete</a>	2019 Annual In-Service Training Program, Phase I, January - March 2019	1/24/2019	1/24/2019	Not Applicable	7.00					
<a href="#">Edit</a>	<a href="#">Delete</a>	2019 Annual In-Service Training Program, Phase I, January - March 2019	1/23/2019	1/23/2019	Not Applicable	7.00					
<a href="#">Edit</a>	<a href="#">Delete</a>	2018 Annual In-Service Training Program, Multiple Dates	11/8/2018	11/8/2018	Not Applicable	7.00					
<a href="#">Edit</a>	<a href="#">Delete</a>	2018 Annual In-Service Training Program, Multiple Dates	11/7/2018	11/7/2018	Not Applicable	7.00					
<a href="#">Edit</a>	<a href="#">Delete</a>	2018 Emergency Vehicle Operations	10/11/2018	10/11/2018	Not Applicable	7.00					

		Course, Multiple Dates										
<a href="#">Edit</a>	<a href="#">Delete</a>	2018 Shotgun and CIT Training Program, GROUP B, Multiple dates	9/25/2018	9/25/2018	Not Applicable	7.00						
<a href="#">Edit</a>	<a href="#">Delete</a>	2018 NARCAN and Procedural Justice Refresher, GROUP A, SWORN, Multiple Dates	8/2/2018	8/2/2018	Not Applicable	7.00						
<a href="#">Edit</a>	<a href="#">Delete</a>	2018 PIMS Basic Patrol Training Program, April 23-25, 2018, Night Session	4/25/2018	4/26/2018	Not Applicable	7.00						
<a href="#">Edit</a>	<a href="#">Delete</a>	2018 PIMS Basic Patrol Training Program, April 23-25, 2018, Night Session	4/24/2018	4/25/2018	Not Applicable	7.00						
<a href="#">Edit</a>	<a href="#">Delete</a>	2018 PIMS Basic Patrol Training Program, April 23-25, 2018, Night Session	4/23/2018	4/24/2018	Not Applicable	7.00						
<a href="#">Edit</a>	<a href="#">Delete</a>	2018 Annual Handgun Qualification and Gas Mask Fit Testing, January 2 - 19, 2018	1/16/2018	1/16/2018	PASS	1.00						
<a href="#">Edit</a>	<a href="#">Delete</a>	2018 Super Bowl LII, Law Enforcement Officer Orientation, January 10, 2018	1/10/2018	1/10/2018	Not Applicable	6.00						
<a href="#">Edit</a>	<a href="#">Delete</a>	2017 Stadium Exercise, December 8, 2017, 1330-1800 hours	12/8/2017	12/8/2017	Not Applicable	5.00						
<a href="#">Edit</a>	<a href="#">Delete</a>	2017 Bike Cyclist Certification Course, August 8-11, 2017	8/8/2017	8/8/2017	Not Assigned	36.00						
<a href="#">Edit</a>	<a href="#">Delete</a>	2017 In-Service Training Program, Active Shooter, Super Bowl, Phase II, for Patrol	5/8/2017	5/8/2017	Not Applicable	10.00						

<a href="#">Edit</a>	<a href="#">Delete</a>	2017 Spring EVOC Training Program, April - May, 2017	5/3/2017	5/3/2017	Not Applicable	10.00						
<a href="#">Edit</a>	<a href="#">Delete</a>	2017 Spring CIT Training Program, March 20-24, 2017	3/24/2017	3/24/2017	Not Applicable	7.00						
<a href="#">Edit</a>	<a href="#">Delete</a>	2017 Spring CIT Training Program, March 20-24, 2017	3/23/2017	3/23/2017	Not Applicable	7.00						
<a href="#">Edit</a>	<a href="#">Delete</a>	2017 Spring CIT Training Program, March 20-24, 2017	3/22/2017	3/22/2017	Not Applicable	7.00						
<a href="#">Edit</a>	<a href="#">Delete</a>	2017 Spring CIT Training Program, March 20-24, 2017	3/21/2017	3/21/2017	Not Applicable	7.00						
<a href="#">Edit</a>	<a href="#">Delete</a>	2017 Spring CIT Training Program, March 20-24, 2017	3/20/2017	3/20/2017	Not Applicable	7.00						
<a href="#">Edit</a>	<a href="#">Delete</a>	2017 In-Service Program, Super Bowl, Phase I, PATROL, 10 hours	2/8/2017	2/8/2017	Not Applicable	10.00						
<a href="#">Edit</a>	<a href="#">Delete</a>	2017 Annual Semi-Automatic Handgun, Shotgun Qualification and Gas Mask Fit Testing, Jan- Feb	1/11/2017	1/11/2017	PASS	1.00						
<a href="#">Edit</a>	<a href="#">Delete</a>	2016 FEMA IS-00100.1eb Introduction to the Incident Command System	12/1/2016	12/1/2016	PASS	0.00						*Academy Course
<a href="#">Edit</a>	<a href="#">Delete</a>	2016 FEMA IS-00200.b ICS for Single Resources and Initial Action Incident	12/1/2016	12/1/2016	PASS	0.00						*Academy Course
<a href="#">Edit</a>	<a href="#">Delete</a>	2016 FEMA IS-00700.a National Incident Management System	12/1/2016	12/1/2016	PASS	0.00						*Academy Course
<a href="#">Edit</a>	<a href="#">Delete</a>	2016 FEMA IS-00800.b National	12/1/2016	12/31/2016	PASS	0.00						*Academy Course

		Response Framework, An Introduction									
<a href="#">Edit</a>	<a href="#">Delete</a>	2016 City of Minneapolis-Political Ethics Video	10/26/2016	10/26/2016	Not Applicable	0.00					
<a href="#">Edit</a>	<a href="#">Delete</a>	2016 Body Worn Camera Patrol Training Program, October 20, 2016	10/20/2016	10/20/2016	Not Applicable	2.00					
<a href="#">Edit</a>	<a href="#">Delete</a>	2016 Procedural Justice, Module 3, September 28, 2016, Recruit Academy	9/28/2016	9/28/2016	Not Applicable	7.00					*Academy Course
<a href="#">Edit</a>	<a href="#">Delete</a>	2016 Basic Narcotics Field Test Certification (Academy Course)	9/22/2016	9/22/2016	Not Applicable	0.00					*Academy Course
<a href="#">Edit</a>	<a href="#">Delete</a>	2016 Procedural Justice, Module 2, September 20, 2016 CADET & RECRUIT ACADEMIES	9/20/2016	9/20/2016	Not Applicable	0.00					*Academy Course
<a href="#">Edit</a>	<a href="#">Delete</a>	2016 Let's Play United, Autism Training Event, Septmeber 17, 2016	9/17/2016	9/17/2016	Not Applicable	7.00					
<a href="#">Edit</a>	<a href="#">Delete</a>	2016 Procedural Justice, Module 1, September 12, 2016 CADET & RECRUIT ACADEMIES	9/12/2016	9/12/2016	Not Applicable	0.00					*Academy Course
<a href="#">Edit</a>	<a href="#">Delete</a>	2016 Basic Motorcycle Riding Course-Range (Apr 25-26 or 27-28)	4/27/2016	4/28/2016	FAIL	10.00					*Dropped.
<a href="#">Edit</a>	<a href="#">Delete</a>	2016 Basic Motorcycle Riding Course-Classroom (Apr 22)	4/22/2016	4/22/2016	Not Applicable	4.00					
<a href="#">Edit</a>	<a href="#">Delete</a>	2016 DVS Security and Confidentiality of Data and Records-	3/23/2016	3/23/2016	Not Applicable	0.00					

		eLearning Module									
<a href="#">Edit</a>	<a href="#">Delete</a>	2015 Traffic Control Direction of both Motorized and Pedestrian Traffic (var)	4/20/2015	4/20/2015	Not Applicable	20.00					