



Police Department – Brian O’Hara, Chief of Police

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TO: Juan Alonzo Jr., Badge #0077

CC: Internal Affairs Division

DATE: February 22nd, 2024

RE: Internal Affairs Administrative Investigation Case # EVT-269

CHIEF’S DECISION: Discharge

This memo summarizes my approach and reasoning for my decision as Chief of the Minneapolis Police Department to discharge Officer Juan Alonzo Jr from employment with the City of Minneapolis. The memo accompanies the enclosed discharge form. The policy and procedure allegations are sustained.

Summary of the Basis for Decision:

The facts noted in the case investigation support the conclusion that Officer Alonzo Jr. violated Minneapolis Police Department Policies: 5-102 Code of Ethics, 4-501 Confidential Department Records, Reports, and Information, 4-401 Vehicle Responsibility, and 5-106 On-Duty Code of Conduct.

The investigation found that Officer Alonzo engaged in sexual activity while on duty and in uniform after meeting a community member on the “Grindr” app. He also exchanged pictures and messages while in uniform and referred to his status as a Minneapolis police officer in seeking sexual interactions. Officer Alonzo engaged in sexual activity on multiple occasions while on duty and in pay status, including using a city squad car to transport himself out of his assigned precinct without being assigned a call in that area and for personal reasons. The investigation further found that Officer Alonzo accessed non-public data for personal reasons (i.e., to obtain contact information for an individual he met on Grindr for the purposes of engaging in sexual activity.)

The Community Commission on Police Oversight (CCPO) recommended merit for two policy violations: MPD P&P 4-401 Vehicle Responsibility and MPD P&P 4-501 Confidential Department Records, Report, and Information. I concur with these recommendations. The CCPO review panel recommended no merit for MPD P&P 5-106 (B)(1) On-Duty Code of Conduct. I disagree with the recommendation and believe there is merit to this allegation. As described below, I have also determined that Officer Alonzo Jr.’s actions violate MPD P&P 5-102 Code of Ethics.

Policy Review:

- **Allegation #1: MPD P&P 5-102 Code of Ethics:**
 - *All sworn and civilian members of the department shall conduct themselves in a professional and ethical manner at all times and not engage in any on or off-duty*

conduct that would tarnish or offend the ethical standards of the department.

Employees shall abide by the City's Ethics in Government Policy, Chapter 15.

- It is alleged that Officer Alonzo arranged and met with a community member within her home and engaged in sexual activities while on duty and in full uniform on multiple occasions.
- **Allegation # 2: MPD P&P 4-501 Confidential Department Records, Report, and Information:**
 - *A) Numerous official files, documents, records, reports, and information held by the MPD or in the custody or control of MPD employees are regarded as non-public or confidential.*
 - *B) Employees shall not access, disclose, or permit the disclosure or use of such files, documents, reports, records, or information except as required in the performance of their official duties and consistent with State and Federal law related to data practices.*
 - It is alleged that Officer Alonzo accessed private records held by the Minneapolis Police Department to obtain contact information for a Minneapolis resident for reasons unrelated to official police duties.
- **Allegation # 3: MPD P&P 4-401 Vehicle Responsibility:**
 - *Employees who are authorized to drive MPD vehicles are responsible for the proper use and parking of vehicles assigned to them. Police vehicles shall only be operated by authorized personnel in a safe and lawful manner. A valid driver's license is required for anyone operating an MPD vehicle.*
 - It is alleged that Officer Alonzo used a fully marked Minneapolis squad car to transport himself to a location to engage in sexual activities with a community member.
- **Allegation # 4: MPD P&P 5-106 On-Duty Code of Conduct:**
 - *A) Employees shall remain alert, observant, and occupied with police business during their tour of duty. 1. When on duty, employees shall devote their entire attention to the business of the Department.*
 - It is alleged that Officer Alonzo arranged and met with a community member within her home and engaged in sexual activities while on duty and in full uniform on multiple occasions.

Relevant Facts Supporting the Decision:

Allegation #1 and #4 Summary:

- On 9/2/2022, Officer Alonzo communicated via the Grindr website with a community member and discussed a meeting to engage in sexual activity while in uniform and on duty.
- The community member met with Internal Affairs investigators and confirmed that she had engaged in sexual activity with Officer Alonzo multiple times within her home and that he was in full uniform. She provided text messages substantiating meetings on 9/3/2022 and 9/26/2022.

- On 9/3/2022 and 9/26/2022, AVL data shows squad car 563, manned by Officer Alonzo, parked in the area of the community member's residence. This area is not in the 5th Precinct. The squad car is not shown to be assigned to any calls of service within the area.
- Officer Alonzo admitted in his investigative interview that, on 9/3/2022 and 9/26/2022, he met with a community member in her home and had oral sex performed on him while on duty and assigned to a district squad car.
- Officer Alonzo acknowledged that these described actions could be concerning to the community and stated, *"It would be concerning because I could see where people would believe that I'm intentionally leaving an emergency call; you know, it also devalues like the trust of police and community,"* during his Garrity statement.

Allegation #2 Summary:

- Minneapolis Police Business Technology Unit (BTU) obtained data showing that Officer Alonzo searched the address of the community member in the Police Information Management System (PIMS) and obtained confidential/private data unrelated to official duties.
- Officer Alonzo contacted a phone number he obtained through the address search, believing it to be the community member, but it was instead the community member's roommate.
- Officer Alonzo admitted that he ran the address search to obtain the contact information outside the scope of official police duties and reported, *"They would have been for personal reasons."*

Allegation #3 Summary:

- The community member reported that Officer Alonzo arrived in his squad car on 9/3/2022 and 9/26/2022.
- On 9/3/2022 and 9/26/2022, AVL data shows squad car 563, manned by Officer Alonzo, parked in the area of the community member's residence. This area is not in the 5th Precinct, to which Officer Alonzo was assigned. The squad car was not shown to be assigned to any calls of service within the area.
- Officer Alonzo admitted in his investigative interview that, on 9/3/2022 and 9/26/2022, he used a marked Minneapolis squad car to transport himself to the area of the community member's residence to engage in sexual activities.

As Chief of Police, I am responsible for providing clear expectations about behavior and conduct in all situations, not just when it is convenient. These expectations extend from myself to the command staff and all levels of the Minneapolis Police Department. My predecessors have also borne responsibility for setting expectations, and it is incumbent on every Chief to hold officers accountable for breaches of those expectations. Legitimacy and reputation are of critical importance to police officers. Officers carry a badge and gun and are called upon to make some of the hardest decisions possible. It takes countless actions to build a reservoir of trust and only one action to completely drain it. We cannot afford to lose legitimacy with the people we serve; a loss of legitimacy with the community is a critical safety concern for residents and officers.

I hold officers of the Minneapolis Police Department to a high standard. I expect them to live up to our Oath of Office, our Professional Code of Ethics, and our department's core values of Trust,

Accountability, and Professional Service. Furthermore, I expect them to demonstrate procedural justice and respect for the community we serve in their work.


As Chief of Police with authority to discipline for policy violations under Minn. Stat 626.89 Subd. 17, I am imposing discipline for the policy violations listed below.

Officer Alonzo engaged in sexual relations while on duty, failing to act in a professional and ethical manner, and engaged in on-duty conduct that tarnishes or offends the ethical standards of the department. Officer Alonzo failed to meet our standards when he used his police privileges to impermissibly access a community member's confidential and private data for personal use, potentially exposing the City and the Department to significant legal liability. Officer Alonzo took himself away from his assigned area, which left the community without the assigned law enforcement support. He did so using a police vehicle, in uniform, for personal reasons. Officer Alonzo's conduct on the indicated dates undermines public trust and the trust MPD must have in its employees. Officer Alonzo's conduct was unprofessional and violated the Minneapolis Police Department's ethical standards.

As the Minneapolis Police Department's Chief of Police, it is imperative that I hold all MPD employees accountable for their actions that violate the trust of the community and tarnish the image of the MPD both on and off duty.

Allegation	Policy Number	Policy Description	Category	Disposition
1	5-102	Code of Ethics	E	Sustained
2	4-501	Confidential Department Records, Reports, and Information	E	Sustained
3	4-401	Vehicle Responsibility	B	Sustained
4	5-106	On-Duty Code of Conduct	E	Sustained

Based on the evidence presented to me regarding this investigation, as the Chief of Police, it is my decision that the policy violations in Allegations 1, 2, and 4 warrant the discharge of Officer Alonzo from his employment with the Minneapolis Police Department. The policy violation in Allegation 3 alone would ordinarily result in suspension, but viewing it in the totality of the circumstances, it is my decision that Officer Alonzo be discharged from employment.

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Brian O'Hara
Chief of Police

CC: IA / OPCR Case File
Inspector. C. Nelson