

INTRODUCTION

This report contains Findings of Fact and Conclusions as to whether a City of Shafter City Council Member, Gilbert Alvarado, engaged in specific conduct as alleged in a complaint from [REDACTED]

[REDACTED]. Sally Nguyen, an attorney with Burke, Williams & Sorenson, LLP, on behalf of the City of Shafter, requested that the investigator determine whether certain allegations made by [REDACTED] against Mr. Alvarado were, in fact, true.

Prior to the investigator's fact-finding, he had not previously performed services for the City of Shafter, and he was not associated with the City in any manner. The investigator had never met Mr. Alvarado or any of the interviewed employees. Carol Chavolla, Human Resources Director, served as the investigator's point of contact with the City to coordinate the scheduling of interviews. Ms. Chavolla did not participate in or influence any part of the investigation process.

METHODOLOGY AND PERSONS INTERVIEWED

The investigator began by reviewing a memo from [REDACTED] to [REDACTED] dated 01/22/25, regarding "Interactions w/Councilmember Alvarado." The investigator also reviewed a memo from [REDACTED] to [REDACTED] dated 01/23/25, regarding "Possible Complaint from the [REDACTED] against Councilman Alvarado." These two documents served as the basis for the investigation. After reviewing these documents, the investigator began interviewing the individuals listed below:

- [REDACTED]
- [REDACTED]
- [REDACTED]

The scope of investigation was revised based upon the information obtained during the three initial interviews. The investigator then interviewed the individuals listed below:

- [REDACTED]
- [REDACTED]
- [REDACTED]
- Gilbert Alvarado, Shafter City Councilmember

In addition to interviewing the witnesses identified above, the investigation consisted of a review of the following:

- [REDACTED] Memo dated 01/22/25
- [REDACTED] Memo dated 01/23/25
- City of Shafter Administrative Policy - Harassment, Discrimination, and Retaliation
- City of Shafter Administrative Policy - Bullying and Abusive Conduct

- Shafter PD CAD Incident Report #2203050053
- Shafter PD CAD Incident Report #2501080052
- Shafter PD Dispatch Recording-2025-01-08-1740 Hrs
- Shafter PD Photo File - PD & Lions Club Walmart Holiday Shopping 12/03/24
- Shafter PD Photo File - Shop with a Cop 12/19/24
- Walmart Photo 1
- Walmart Photo 2
- Shafter PD Operations Plan for 2024 Christmas Parade and Carnival

BACKGROUND FACTS

Gilbert Alvarado, the Respondent in this matter has been a member of the Shafter City Council for about 17 years and has previously served as the City's Mayor.

[REDACTED]

[REDACTED] Witness #1 Employment History Redacted

[REDACTED]

[REDACTED] Witness #2 Employment History Redacted

[REDACTED]

[REDACTED] Witness #3 Employment History Redacted

This investigation stems from comments allegedly made by Alvarado about [REDACTED] to [REDACTED] in January 2025. All [REDACTED] were participating in a Department promotional process during the same week that the alleged comments were made.

ALLEGATIONS

The allegations were provided to the investigator in general terms through the [REDACTED] Memo dated 01/22/25 and the [REDACTED] Memo dated 01/23/25. The allegations were further clarified through information obtained during the interviews of the reporters, [REDACTED].

Allegation #1:

On or about 01/21/25, did Councilmember Gilbert Alvarado, during a meeting with [REDACTED], assert that during a "squatter" incident at a local business,

Alvarado refused to speak with the assigned officers and, instead, demanded to speak only with a supervisor?

Allegation #2:

On or about 01/21/25, did Councilmember Gilbert Alvarado, during a meeting with [REDACTED], assert that during a Walmart holiday food giveaway, [REDACTED] stepped in front of Alvarado and Alvarado wanted to push [REDACTED] for the disrespect but did not?

Allegation #3:

On or about 01/21/25, did Councilmember Gilbert Alvarado, during a meeting with [REDACTED], assert that during a City employee appreciation dinner, Alvarado was speaking with two young officers, and [REDACTED] called the two officers away and that it would have been less disrespectful if [REDACTED] had asked Alvarado for the officers to be excused?

Allegation #4:

On or about 01/21/25, did Councilmember Gilbert Alvarado, during a meeting with [REDACTED], assert that during an incident at Alvarado's home, [REDACTED] was "slower than 30 weight motor oil" and would not listen to what Alvarado's wife was telling [REDACTED]?

Allegation #5:

On or about 01/21/25, did Councilmember Gilbert Alvarado, during a meeting with [REDACTED], assert that during the recent Lion's Club Christmas Parade, Alvarado was disappointed with [REDACTED] failure to respond to his requests and that he wasn't always available when Alvarado needed him?

Allegation #6:

Was the timing and/or content of the alleged assertions related to the employees' status as [REDACTED], to the employees' participation in Department promotional processes at that time, to a close personal friend of Councilman Alvarado who was also participating in the same Department promotional processes, or was there some other motivation for the timing and/or content of the alleged assertions?

FINDINGS OF FACTS

Allegation #1:

Did Councilmember Gilbert Alvarado, during a meeting with [REDACTED], assert that during a “squatter” incident at a local business, Alvarado refused to speak with the assigned officers and, instead, demanded to speak only with a supervisor?

[REDACTED]

During his recorded interview on 05/20/25, [REDACTED] confirmed that on or about January 22nd, 2025, he wrote a memo to [REDACTED] regarding Councilman Alvarado. He also confirmed that the document in my possession was a copy of that memo.

I asked [REDACTED] to explain how he came to write that memo and he provided the following account:

"Yeah. I mean, there had been several instances where, um, Councilmember Alvarado had been interacting with police, um, what he felt... And he felt that the officers were being, uh, disrespectful to him. And, uh, it culminated... And there were three or four events that led up to it. I sat down with him to hear his concerns.

Um, I did, as I've done in text message and previously, I, I did request that if he does have a complaint against PD, that he submit it in writing, so that I can actually act upon it and initiate an investigation. However, this night, I was able to cat- we were able to get one-on-one after a council meeting. Um, he was pretty worked up. Uh, he was, he was pretty angry with, um, the [REDACTED] that he was calling out for, um, disrespecting him and, uh, m- making him look bad.

Um, and he was... And I, I asked him multiple times during the interaction, I said, 'Sir, w- would you like to make a complaint? Would you like to file a complaint? We can file it anonymously, w- however you'd like to file it. Would you like to make a complaint?' And the interesting thing is, he never wants to make a complaint. However, he would like me... His direction to me that night was to retrain the officers and to handle it between myself and the [REDACTED], which led to the memo, unfortunately, a product of my former law experience."

I asked [REDACTED] if he believed that the memo accurately captured Alvarado's concerns, and he said, "Yes. Uh, I drafted the memo. I- the memo date is the next day after council. However, I drafted it that night because some of these statements that he'd made to me, specifically, the one that sticks in my mind the most is the comparison to, uh, [REDACTED] to 30-weight motor oil. That guy was a [REDACTED] that was getting scholarships to colleges, so I, I know he looks slow, he is not. So, I, I was a little frustrated that night. I did want to make sure that I had the statements that were told to be accurate, so I did start drafting it that night."

[REDACTED] continued, "Because it would involve... And, and, and frankly, I directed the [REDACTED] to look into this stuff. I really want to know if we have an issue long term. I've heard historically that Councilmember Alvarado may have had some racially based concerns

with, with officers or other City staff. I just wanted to verify, so I asked that he very softly look into this. That was at my direction. That was not something he took on himself. Um, unfortunately, and, and part of it is, is once this, as you well know, once you start discussing this stuff, it tends to take a life of its own a little bit..."

██████████ went on, "But I felt like at the time, the Councilmember made sufficient allegations that it really compelled me to actually look into this. Um, that, and I mean, he was very adamant about the level of disrespect. The level of disrespect, and then the discussion about... When he mentioned pushing down ██████████ out of the picture, I think that's where I really wanted to just be cautious. I don't really want Councilmembers assaulting staff if we can help it, especially not sworn staff that are ██████████ size."

The following is the opening paragraph from ██████████ memo, dated 01/22/25:

"On January 21, 2025, after a regularly scheduled council meeting, I met with Councilmember Alvarado on various issues at his request. The request stems primarily from the Councilmember's interactions with Shafter PD over multiple events. The following was discussed."

The following is the comment from ██████████ memo that relates directly to this allegation:

"Incident Regarding the Calls for Service (Squatters)

Previously, Councilmember Alvarado called for service at a private business location regarding squatters in the business. The Councilmember is not the owner of the business and reached out to PD on his constituent's behalf. During the interaction, the Councilmember requested to speak only to a Seargent or other Supervisor and not the responding officers. I asked him what his reasoning was for making that request...Councilmember Response: The Councilmember responded by stating that 'talking to the responding officer ████ years experience/no discipline] would be like talking with a child, and he only wants to speak with an adult.'"

I asked ██████████ about ██████████ (the officer involved in this incident) and ██████████ said, "██████████, I don't know as well. However, um, everything I've got from senior command staff is positive. I know he has al- quite a bit of experience prior to coming here, which is, is a great gain for us."

I asked ██████████ to describe his relationship with Gilbert Alvarado, and he said, "...Councilman Alvarado is the appointing authority here. He's one of five that has provided me with this appointment. Uh, typically, I am the only connected and liaison between council and staff, um, and that's charter-defined primarily."

I asked how the two of them got along, and ██████████ said, "Uh, pretty well. I, I mean, it's, I, I try and be as professional as possible. Um, I do feel like I'm a, I probably disclose and

give him too much information. Uh, I, I think it, he can sometimes... My job under the charter is to provide as much, make sure that Councilmembers are apprised of situations as they arise. And I, I don't always... He's one of the only Councilmembers that refuses to meet with me regularly, so it's a little bit harder to update."

I asked [REDACTED] why he thought Alvarado refuses to meet, and he said, "I don't think he sees any value in it. And frankly, the first couple of meetings we did, um, rather than receive a report and then, um, provide input, he had a list of to-dos that he would like me to direct staff, uh, to accomplish, which wasn't atypical in the first three months from, for some of council. But, uh, his... I think after the first couple of times, um, especially since some of the issues with the list and, and the discussion was that it was not within his discretion, I think that's when he stopped meeting. He just felt no value if I wasn't going to act on what he was telling me to." He believed Alvarado had been on the Council for about 16 years.

I said that by now, he should understand that he doesn't have any individual authority, and [REDACTED] said, "Uh, yeah. And i- since he was mayor and directed the last charter review, I would think that he's very familiar with the charter and its provisions."

I asked [REDACTED] if he was aware of any similar issues between the Councilman and any other specific Shafter PD officers, and he said, "Councilmember Alvarado, i- it's not just PD. Any staff member you ask will have a Councilmember Alvarado story. I do know there are a couple of staff that have been actively documenting him since, uh, the last interaction they had with the former City Manager, Scott Hurlbert. So, I, I, he is, he is one of the Councilmembers I found very quickly that staff have a, have a lot of, uh, a lot of stories about."

I asked if there was a Councilmember conduct code or resolution or anything, and [REDACTED] said, "So, we're actually discussing it tonight... So, it's the... As a result of this, uh, [REDACTED] has brought forward Councilmember protocols and procedures for the council to discuss tonight. It's the first time since 2012 they'll have them in place."

I said, so, there are none in place right now, and [REDACTED] replied, "There are none. We abide by the charter only."

[REDACTED]

During his recorded interview on 05/20/25, I asked [REDACTED] if he remembered receiving a memo from the [REDACTED] regarding Councilman Alvarado on or about January 22nd, 2025, and he replied, "I do." He confirmed that a document in my possession was a copy of that memo. I then asked him to describe the circumstances around receiving that memo, and [REDACTED] said the following:

"Yes. So, the [REDACTED] had called me in and said that he had a meeting with Council Member Alvarado. Council Member Alvarado had some concerns with the- the demeanor of some officers, and, um, that he felt that he was disrespected,

um, by some officers. And the [REDACTED] documented those incidents and told me that, um, he would like for me to speak with the officers. That he wasn't going to move forward with the, uh, uh, a complaint. He just wanted the- the [REDACTED] to basically take care of it.

And I was surprised. I was like, this is not good, like, what- what's going on here? And then I read the memo. And I quickly realized that this is, um, very bizarre, um, bizarre documentation of incidents that occurred with my officers. And I felt very, very uncomfortable having to go to my- to my [REDACTED], which is what I did to feed this information to the officers. And I said, 'Please let me know, you know, how they take this.' And then [REDACTED] completed a memorandum on the- after completing this."

[REDACTED] confirmed that one of the documents in my possession was a copy of the memo [REDACTED] completed. I asked [REDACTED] to tell me about his conversation with [REDACTED] when he gave him the assignment, and he said the following:

"Um, I'm pretty sure I- I let him know how I felt about this memo. That I thought it was very frivolous. I thought it was a- it was very bizarre. I thought it was a road we didn't want to go down. I was surprised that- that this was even coming about for the nature of the complaints of why this Council Member felt he was disrespected. And, um, they just were... They weren't... It just- it was just... There wasn't no accusations of wrongdoing that- that seemed justified in this memo. And I told the [REDACTED] to talk to them about it. They need to be aware of it, and this is what I was directed to do, to make sure they're aware of it.

If anything, for their protection moving forward on how this Council Member's acting, so we need to at least talk with them about it. I told them that there was not going to be any written counseling. There was not going to be any, um, any, um, punishment. There was no being internal affairs investigations. This is merely just the [REDACTED] having a conversation about what- how the Council Member felt he was treated. And obviously we had a little bit more conversation, like. It's just... The only word that keeps coming to my mind is frivolous accusations on us."

I asked [REDACTED] if he was familiar with [REDACTED], and he said, "So, uh, I actually interviewed, uh, [REDACTED] for his background. And, uh, I immediately, um, was, uh, pleased with him applying for our agency because he's, um, had the most remarkable attitude and demeanor, uh, when I interviewed him. Um, I was very appreciative for him to, uh, apply for us with the experience level he has received locally through, uh, other agencies and outside agencies. Um, very respectful, great training officer. Another reason why he was, uh, promoted to the [REDACTED]."

I also asked [REDACTED] to describe his working relationship with Councilman Alvarado, and he said, "...obviously I've known him for 16 plus years, since he's been a Council Member. I've never had a lot of interactions with him until I became higher ranking [REDACTED],

██████████, and so forth. I do remember working with him as a- as a- just a patrol officer. Um, he would often be at calls for service after he promoted, or he was a- a Council Member. And I never really thought too much of it. Um, I just figured he was just there, maybe helping citizens who feel uncomfortable calling the police or- or whatever. Um, until maybe the last couple of years, I- I really noticed the- the change in demeanor and the attitude.”

██████████ continued, “Um, nothing really towards me, actually, I get along well with the guy, you know, um, I- I guess I tolerated some stuff, and I don't mind tolerating some stuff with him. Um, but when it transfers over to ██████████ patrol officers, then it becomes an issue for me. And I think that's what occurred, um, over the last, you know, year or so with him. So, he- he- he's embedded into the City through his church, through the Lions Club, um, and with the, uh, the Council. Um, and I think he just got to a position to where maybe he was relying a little bit more on the community and, um, trying to- trying to run the PD basically. And it didn't come to light to me until, uh, after the- the Christmas, uh, parade is when it really started getting bad. And I have tons of things I can share with you why I feel that way and stuff like that.”

██████████

During his recorded interview on 05/20/25, I asked ██████████ ██████████ if he remembered, on or about January 23rd, 2025, submitting a memo to ██████████ ██████████ regarding concerns expressed by Councilman Alvarado about certain Shafter police officers, and he replied, “Yes. Yes, sir. Yes, sir.” He also confirmed that one of the documents in my possession was a copy of that memo.

I asked ██████████ to describe the circumstances that led him to create that memo, and he said the following:

“...so ██████████ had brought to my attention, if you wanna call it concerns, that Councilman Alvarado had expressed to him, I believe on a Tuesday. The reason I say it's a Tuesday is because they have City Council meetings on Tuesday here, every other Tuesday. The oral interviews, and I could be wrong on this, sir, and I, I, I'd have to... forgive me, if I'm wrong, but there, was on Thursday, I believe it's oral, the in-house Chief interview. And, I could be wrong on that, I don't think I am though. On Thursday were for sergeant panel, and for the senior officer panel.

So, what was described to me by the ██████████ was that Councilman Alvarado had expressed to him some concerns regarding ██████████ ██████████, and he mentioned these, these different incidents. What the ██████████ expressed to me that they asked Councilman Alvarado directly, do you want to file a personal complaint on these officers? Councilman Alvarado, again, this is being told to me secondhand, stated, no, he was fine if we handled it informally.

So then, that's when I came into the picture. I was provided with the different, uh, information regarding Councilman Alvarado's concerns...”

The following is the section of the [REDACTED] memo that relates directly to this allegation:

[REDACTED] told me of a "squatter" incident that I was already aware of that occurred on January 8, 2025, at 338 Central Avenue. During that incident, [REDACTED] told me he and the other officers arrived on scene basically at the same time regarding a civil situation (squatters). [REDACTED] told me Councilman Alvarado was wearing a maintenance uniform when he arrived and was standing next to the reporting party. [REDACTED] did not initially know who Councilman Alvarado was when he arrived. and thought he was a maintenance worker for the reporting party based on the way he was dressed. [REDACTED] spoke to the reporting party and asked him how he could help. Councilman Alvarado said. "We don't want to talk to you, we want to talk to him" and pointed at [REDACTED] who was arriving at the scene. [REDACTED] told Councilman Alvarado the call for service was a patrol-level type call resulting in Councilman Alvarado being dismissive of him and [REDACTED]. Councilman Alvarado reiterated. "We don't want to talk to you. we want to talk to your sergeant." [REDACTED] ceased his communication with Councilman Alvarado and deferred to [REDACTED] to handle.

I asked about [REDACTED], and [REDACTED] said, "Yeah, [REDACTED], uh, I'm not sure if I had met him a long time ago when he was an [REDACTED], but I've known him, uh, more formally now for about a year. I've known him since he got here, but I, I, I believe he's probably been here a year. And he came as an officer, and now he's a [REDACTED] officer." I asked if he had much direct contact with [REDACTED], and he said, "Uh, not, not too much direct. He's, since him being a [REDACTED], it's, uh... Oh, okay. But, so, the watch commanders here are seniors and sergeants. So, there is some contact with him, but he primarily, typically, he's always been with a, a sergeant. So, but I, I know him, you know, I do speak to him...He's a [REDACTED] like myself, and I, I talk to him about some [REDACTED]-type issue sometimes."

I asked about any relationship outside of work, and [REDACTED] said, "Not too much with him. You know, I haven't, I don't even know if we've, I've ever seen him on the outside. Uh, a good, good guy. He came from a couple different agencies and, uh, I know he spends a lot of his, uh, time off with his, uh, son."

Later in the interview, I asked [REDACTED] if he had ever seen [REDACTED] to be rude or disrespectful, and he replied, "That, no, no...been around for a minute, you know what I mean? Uh, about [REDACTED] years, uh, [REDACTED], [REDACTED]. He was, uh, [REDACTED]. I was in the [REDACTED], but I was [REDACTED] also. And, um, so, you know, you know, when you're a cop for a while, you have, like, I say, do you know, you know, but you have, y- y- y- you know, nothing's new to you."

[REDACTED] continued, "See a lot of our officers here, they're new. 'Hi sir.' You know, but, but when you're a cop for a while, it's like, 'Hey, good morning, sir.' But a person, if you don't, like, jump to, they may construe it as, oh, this guy just, you know, how you doing? You

know, whatever. No, it's, I, I, I, you know, not, you know, good morning, sir. You know, like, I don't know how to explain it. You know, but, so he's very, um, he's a mature officer. And, uh, and I try to think I'm a mature officer when I say, 'Hey, good morning, sir.' 'Hey gentlemen, good morning, how you doing?' But I'm not gonna go and, like, just bother them, you know?"

██████████ also confirmed that he was familiar with Gilbert Alvarado, and said, "...I know him as a Councilman here, and I've known him for the ██████ years since I've been here. I have interacted with him a few times...for, at special events." I asked how it went when he had to interact with Alvarado, and he said, "With Alvarado and I, clear, clean. And I'm respectful to him, and he's, he's been respectful to me." ██████████ also said that he does not see Alvarado outside of work. He also said, "...he has some events they've done, which I don't know if they're necessarily City Council events, but they're Lions Club related events. So that he would be the one in the sense outside of work, I guess so, but not, not me and him, no."

██████████ described the concern regarding ██████████ response to a "squatting call":

"So yeah, that, that event, on a different event with ██████████, he had responded to a, a squatting call. And in that particular instance, the owner of the business that had made a contract with two people to pay rent to him while they conducted business there, was upset that the two people were not fulfilling their end of the agreement. Apparently, he called Alvarado 'cause Alvarado was with that gentleman.

When ██████████ showed up with his trainee, oh, I keep saying, ██████████ showed up with his trainee, Councilman Alvarado dismissed him. Like, 'Hey, I, I'm talk, I'm, I'm gonna talk to your supervisor. I, I won't talk to you,' some- something' along those lines. So, dismissal of the, of the ██████████ who said, 'Hey, this is a civil matter, sir,' blah, blah, blah, that kind of thing.

But senior, uh, Mr. Alvarado just wanted to speak to a sergeant, which was ██████████ at the time. Basically, he was explaining the same things, kind of a civil matter type thing. And, uh, apparently he was, apparently, I say this, he was upset about that. Um, he did not, Alvarado did not tell me anything. So, I believe he brought it up to the ██████████ or to the ██████████ on that."

██████████

On April 30th, 2025, at approximately 7:01 pm, I conducted a recorded interview with a witness in this matter, ██████████. The interview took place in an office at the Shafter City Hall, in the City of Shafter. ██████████ was provided with a Peace Officer Witness Admonition, a signed copy of which is attached to this report. A copy of the interview recording and the interview transcript are attached to the report.

I had [REDACTED] confirm the spelling of his name and his position. [REDACTED] told me that he has worked for Shafter since [REDACTED]. He described his current assignment, as well as his collateral duties. He said that he had previously worked for [REDACTED]. He also said that his current supervisor was [REDACTED].

[REDACTED] confirmed that he was [REDACTED] of the Shafter Police Officers Association.

[REDACTED] confirmed that he was familiar with Gilbert Alvarado through work. I told him I assumed that they don't normally have a working relationship and asked if they cross paths through his role on the [REDACTED]. He said, "Yes, sir, I cross- not through my role as a [REDACTED]. I would say, uh, just as an officer with the City of Shafter I've ran into him a couple times. And it wasn't until I got brought in by my admin that he was making these complaints against me. And then I didn't even know who he was until then. Like, I had no idea who this guy was." He confirmed that prior to the issues that were discussed with [REDACTED], he was not aware of any issues with Alvarado.

[REDACTED] said, "I've never had any issues, nor did I believe that I had done anything, like, out of ordinary or disrespectful to anybody. I don't- I don't carry myself that way. So, I- when it- when I- when it got brought to me, I was blindsided by it."

I asked [REDACTED] how it made him feel when he was blindsided by it, and he said, "Um, like, very upset. I mean, I've been a cop almost [REDACTED] years. I've never had any allegations brought against me. I've never been in trouble. I've never had any issues with any city council members. And I worked for several agencies and, um, it was super upsetting that he was basically challenging my character and making me- portraying me to be, like- like, the things he was saying, making me, like ... It was just nasty. It just didn't make me feel good at all."

We talked about the incident described as a squatter incident at 338 Central Avenue. As described by [REDACTED], [REDACTED] told him that Councilman Alvarado was wearing a maintenance uniform when he arrived and was standing next to the reporting party. [REDACTED] did not initially know who Councilman Alvarado was when he arrived and thought he was a maintenance worker for the reporting party. [REDACTED] spoke to the reporting party, asked how he could help. Alvarado said, "We don't want to talk to you. We want to talk to him," pointing at the sergeant who was arriving on the scene. I asked [REDACTED] to tell me about that one.

[REDACTED] provided the following account:

"Uh, it was a simple- it came out as a 602. Uh, and I had [REDACTED] with me, and I asked him, I was like, 'Do you know how to handle one of these calls? You know what questions to ask?' And he's like, 'No.' And I was like, 'All right, listen to me, watch me. I'll handle the call. I'm going to talk to the RP, and we'll listen to the questions that I ask him,' 'cause we run into this all the time. Sounded like a squatter and I just wanted him to make sure he understood. So, RP's name, it was some Indian, um, gentleman, like, the name. I don't remember the name,

but it was definitely Indian. Um, when I pulled up 97 and I parked my patrol right in front of the three individuals, it was the RP, his daughter, and then Councilman Alvarado. Councilman Alvarado was dressed in, like, a gray maintenance uniform, so my mind was rolling, and I was thinking, 'Okay, this guy probably got here to check on the business and locate.' So, he called the owner...the owner called us. That's where my mind went with it before I got out.

Um, so I got out and said, 'How you doing, sir?' I introduced myself. Um, I said, 'How can I help you?' And immediately Alvarado, which I had no idea who it was at the time, so this is my first interaction with him face to face, and immediately he cut me off and he's like, 'No, no, no.' Like, put his hand out. 'No, no, no, I don't want to talk to you. Talk to him.' Just like this. And I was like- I looked over and [REDACTED] was coming. He just turned off of CVH onto Central. And I was thinking, like, I was like, 'Well, sir, um, this is a patrol level call. I handle this. It's not a big deal. We- This is what we do, sir ...' 'No, no, no, I don't want to talk to you. I want to talk to him.'

And he shut me down again. At this time, [REDACTED] was getting out, so I was like, 'Oh,' so I just shut up. And I was like, 'Okay.' And [REDACTED] came up and they started talking. Alvarado started talking to him and I was just listening to what was going on and figured out there was two people up there. And then I was like, 'All right, Sergeant, I'm gonna go up there and contact two people, see who they are.' So, I went up to the top, contacted the male and female inside, identified them. Come to find, um, find out they've been here for X amount of time. So basically, told them, 'Hey, you guys have rights. I can't kick you out, I can't do anything, but if they can evict you, that's what the process they're probably going to do.'

So, as I'm standing up there running, waiting for the return to 27-29 on these two people, [REDACTED] comes up and I was like, 'Hey, Sarge, who was that guy down there, like, talking to me like that?' He's like, 'That's a city council member.' I was like, 'Oh, okay.' I was like, 'Okay, nice to know.' And that was it. That's how it- 'cause then I didn't talk to him anymore. And after he shut me off the twice and the way he talked to me, I was like, 'All right.' After hearing and I just went upstairs and did my things. I was like, 'All right.' And then that was the only time I've ever contacted him, was that face-to-face interaction."

I said, for the record, when [REDACTED] was describing Alvarado's gestures, it was basically like holding the hand up and waving the finger, like...and [REDACTED] interrupted and said, "Correct, like, "No, no, no, no, no. I wanna talk to him." He said that Alvarado did that twice.

I asked if he felt that he was ever rude to anybody at the scene, and [REDACTED] said, "No, I didn't know who he was at the time. I didn't know. I knew I had never met any of these people, so after he did that the second time and I looked again, [REDACTED] was getting out of the car. I was like, 'All right, I'm not gonna- I'm just gonna be quiet.' So, I stayed quiet and they- [REDACTED] pulled up right next to me, got out next to me, and they

started interacting. So, I didn't really,- I didn't say anything. I just kind of just shut down. I was like, 'All right, he doesn't want me to talk, I won't talk.'"

I asked [REDACTED], when he tried to explain to him that this was the type of call he handles all the time and Alvarado cut him off the second time, was he rude or disrespectful, and he said, "No, I didn't even say anything. I just shut up. And he- when he pointed again at this time, I looked again and [REDACTED] was actually getting out of his driver's seat and he was literally right five yards from me. So, I just- I didn't say a word to him. I just- I just stood there."

I asked [REDACTED] if there was anything else I should know about that interaction, and he replied, "Um, no. This is exactly how it happened."

[REDACTED]

On April 30th, 2025, at approximately 4:01 pm, I conducted a recorded interview with a witness in this matter, [REDACTED]. The interview took place in an office at the Shafter City Hall, in the City of Shafter. [REDACTED] was provided with a Peace Officer Witness Admonition, a signed copy of which is attached to this report. A copy of the interview recording and the interview transcript are attached to the report.

I had [REDACTED] confirm the spelling of his name and his position. [REDACTED] told me that he has worked for Shafter for about [REDACTED]. He described his current assignment, as well as his collateral duties. He said that he had previously worked for [REDACTED]. He also said that his current supervisor was [REDACTED].

[REDACTED] confirmed that he was [REDACTED] of the Shafter Police Officers Association. [REDACTED] confirmed that he was familiar with [REDACTED], and said, "... right now, he's my [REDACTED] on my shift. Um, I met him when he transferred here. Uh, I think he's been here for six months, maybe a little bit longer. Uh, I worked with him I think on one shift before this. And then this is my first shift where I've had him as a [REDACTED]." He said his working relationship with [REDACTED] was "good." [REDACTED] said that his relationship with [REDACTED] outside of work was "...not as close as with [REDACTED], but we socialize."

I asked [REDACTED] if his experience with [REDACTED] was that he was credible and honest, and [REDACTED] said, "Trustworthy, honest. Never seen anything from the time I've known him."

I asked [REDACTED] whether [REDACTED] had ever shared his concerns with him about any of his incidents with the Councilman, and he said, "Yeah. Um, after everything happened and we all got notified, uh, he had told me that he was really worried and he felt like it was, they were trying to, um, hurt his career. And he's worked at a couple of other agencies before, actually he worked for [REDACTED] at one point. Um, but he said that in none of the other agencies he's worked for, he's never had to deal with this. And he was considering leaving at one point 'cause he was getting stressed out about, I mean he just got there and then all of a sudden he's got all these potential complaints against him."

Gilbert Alvarado

On June 9th, 2025, at approximately 3:19 pm, I conducted a recorded interview with the respondent in this matter, Gilbert Alvarado, a Shafter City Council Member. The interview took place in a conference room at the Shafter City Hall, in the City of Shafter. Alvarado was provided with a standard witness admonition, a signed copy of which is attached to this report. A copy of the interview recording and the interview transcript are attached to the report.

Alvarado told me that he was in his 17th year on the Shafter City Council.

I asked Alvarado, in general, how his relationship had been with the Police Department over the years, and he said the following:

"It's been great. Uh, I've been, um, to be honest with you, um, when I ha- when I was mayor, um, we at that time we were, we were having some, some, some challenges and we weren't quite sure where they were coming from, or why they were existing, to be honest with you. Um, so at that time when I was married, we were, we were losing the officers and we were at a point where officers wi- uh, wives were calling, you know, Council and were concerned for their husbands. 'Cause there were two officers per night running the, uh, Gossamer Grove and this area. And, and there was, and sometimes only three officers, and they were just gonna call a call. And it was one of those se- seasons that we were having a lot of challenges.

And, um, and, you know, that brought a lot of concern. And, and when we had the chance and me being mayor at that time, um, we were able to sort of, lack of better words, give a blank check. Try to try to, 'Hey, let's recruit, let's, let's...' We, we started the K-9, we started the traffic control, we started, you know, just about everything could possibly do. And, and everything was going great. So, my relationship with the officers were great. Um, it always has been

Um, I was also, uh, um, a great supporter and I understood that, uh, trying to retain officers and one of the, one of the requests that they had, uh, was to be able to take the police vehicles home. And I was an advocate for that as well. So, for me, I'm pro-officer 'cause I, I know the value, I know they're important. And my relationship, I have gone on... yes, I have gone on Ride-alongs and several times not, you know, like maybe once a year just to, you know, um, just to see different things from different perspectives. And, um, I have never had a problem, to be honest with you. This, this is the first time in the 17 years under four different Chiefs that this has come up."

I asked Alvarado about [REDACTED]. He said, "Yes. Yes, yes. Um, I don't know him personally. I don't know... Uh, I don't know what he, like to say, you know, where he came from because, you know, I don't know. I, I, I don't, I have not worked with him to say I worked with him. I'm trying to try and think. Um, but he has been, because we... Like,

again, uh, Lions does a National Night Out. He was there. We do the Christmas parade. He was there, I believe he was there. Um, we do like, give away food, the Lions with Walmart. And we partnered up with... we asked the Police Department if they would partner up with us. They said yes. He was there.”

I asked Alvarado if he remembered having a meeting with the [REDACTED] after the Council Meeting, which I believed was January 21st, and he replied, “Yes.”

I said that it sounded like they had stayed after the meeting and that he and the [REDACTED] had talked, and Alvarado said, “Now this, um, oh, you, you're not referring to the Christmas parade meeting or is it the... Because I think we end up talking about the, um, the concerns of the Christmas parade. But I don't know if that's...that time or what.”

I told Alvarado that what I'd been told, was that the [REDACTED] met with him after the regular Council Meeting, at Alvarado's request to discuss some various issues. He said, “I, you know, I mean, let me try to, try to think here. I don't know if I told over the phone my concerns. But then after the Council Meeting, we met, yes...To tell me that the union's after me. Lack of better words, or they filed, filed something. That's what...I think, if I'm mistaken, that was what happened.”

I asked Alvarado if that's what he thought the context was, and he replied, “Yeah. Yeah. To tell me that, hey, the... Because I did tell him, and I can't, honestly, I can't remember if I, I, I think I told him over the phone my concerns... And, and, and then he had, yeah, I guess he, uh, however he handled it, he handled it however he does or how he goes about it, I don't know. But... And then after the Council Meeting, um, he had told me that the union had come up against or filed something. Forgot what it was...I believe that's how I went. I wasn't taking notes on during all this. I mean, I wasn't-“

The following exchange then took place:

Jeff Kermode: Okay. Do you remember if, when the two of you talked after the Council Meeting, was it just the two of you or anybody else there?

Gilbert Alvarado: For him to tell me that part, yes, it was just him and I, Yes.

Jeff Kermode: Okay. Do you remember whether that night you talked about specific complaints or concerns about any of the officers?

Gilbert Alvarado: Um, now okay. Uh, based on the... I, I'm seeing a telephone call.

Jeff Kermode: Okay.

Gilbert Alvarado: You're saying we met for that, so I, I don't know.

Jeff Kermode: Okay.

Gilbert Alvarado: So, don't-

Jeff Kermode: I'll make it easier for you.

Gilbert Alvarado: Okay.

Jeff Kermode: I'll just kind of go through the concerns-

Gilbert Alvarado: Okay.

Jeff Kermode: ... that I've been told that-

Gilbert Alvarado: Okay.

Jeff Kermode: ... you expressed.

Gilbert Alvarado: Okay. That-that's fine.

Jeff Kermode: Yeah. That'll be a little bit more correct.

Gilbert Alvarado: I think I, I called him, told him I, I talked to him over the phone. But again, I... But I do remember talking to him after a Council Meeting, and he told me about what the union had come again, uh, filed a complaint or something towards me.

I told Alvarado that one of the situations had to do with some squatters at a local business here in Shafter and that he came out to the scene with the owner of the business and reached out to the Police Department for help. He replied, "That's true. Yes."

I said that some officers showed up at the scene, and Alvarado replied, "That's true. Yes."

I said, apparently at the scene, it was alleged that he said he didn't want to speak to the responding officers, he only wanted to talk to a sergeant. Alvarado replied, "Yes. Uh, yes. Um, and the only reason I, I, um... Okay, well, the reason that was said that way... Or let me give a context... I mean, my context is the owner, um, you know, just because of my longevity in the, in the Council, you know, people build trust, right?"

Alvarado then stated the following:

"So, the owner had reached out to me, he goes, 'Hey, I got this problem downtown on my, one of my buildings. Um, can he come and see what, you know, what we could do?' I said, 'Sure, I'm on my way.' Actually, I was headed to a Lions' meeting, and I stopped by. And he was telling me that there was people living in this, in this, in his, um... It's on Central, on a, um, on his business. One of his businesses that weren't, they weren't supposed to be there. And he had his daughter with them as well.

Um, I said, 'Okay, well, let me...' 'The only thing I could do is call the police. So, you know, and I called the police. And, and it's always been outta respect. I mean, and, and to call, ask for a sergeant, the watch commander, just not to, uh, say, 'Oh, you know, this person's calling. You know, someone from the...' You know, like, uh, uh, uh, a patrol officer, lack of better words. Because the whole objective is not to, uh, give the impression that you're trying to, you know, you know, bully anybody or something like that. Right? Or, or make an, or make an, uh, an impression or something. Um, so he talked to like, you know, the, the sergeant because they're more been... For most cases more mature. You know, they've been around, right? They, they understand a little bit more. They, you know, and you, you just, you know, just, I don't know.

Yeah. You know, you not, you know, you, we know we're, we are understandable. And, and of course, a lot of times the sergeant, you know, they're like the, you know, they're not at every single call, right? So, it's always the patrol officer, and they're always busy, and you want... You don't wanna distract, you know, just, you think you outta respect, 'Hey, let me just talk to, to your dad.' You only go talk to the son. Hey, let me talk to your dad. You know, this is an adult to adult. Not to disrespect anybody. Don't, don't misunderstand that. But it's just out of... Hey let me talk, you know, to sergeant and... Just because of the, the, the position that we have in the town, right? And you don't want to give a bad impression that, hey, you know, he's calling and we gotta do or whatever. We don't wanna give no bad impression.

And, and that was my why I always... I've always done that. So, it's not something I just did last night. At all my calls, you can check all the... I've always asked for sergeants, just out of, just out of respect, you know? Um, I know times have changed. I know, you know, but that was my whole intent was just outta respect, talk to the sergeant. And, and matter of fact, I did talk to Sergeant there. It was [REDACTED], uh, you know, after we, that... when he showed up. And I had a conversation, and then I left. And no, nothing, you know, nothing bad, so-

As I started to move on to the next topic, Alvarado said, "Oh, and then just, um, so the of... The, I guess the, the officer, the first off- I guess they, they get assigned, right...Right. I guess they get called and they're the ones, the lead, the lead officers. Right? And, um, in this case, the lead officer had a trainee with them, training officer as well. Um, and then he actually went ahead, you know, talked to the owner, and then they took off inside. And I just stayed outside and talked to the sergeant, and then I took off. I didn't stick around. I mean, it was all, you know, I left at that point."

Allegation #2:

Did Councilmember Gilbert Alvarado, during a meeting with [REDACTED], assert that during a Walmart holiday food giveaway, [REDACTED]

██████████ stepped in front of Alvarado and Alvarado wanted to push ██████████ for the disrespect but did not?

The factual findings for Allegation #1 are also relevant to Allegation #2.

██████████

The following is the comment from ██████████ memo that relates directly to this allegation:

Instances of Ongoing Disrespect:

The Councilmember seemed most concerned with the ongoing perceived disrespect from officers, and I requested that he again provide me examples. He indicated by repeatedly poking me in the arm, that it was just a lot of little disrespect towards him that he is afraid is translating to poor policing in the community. I pointed out that last year we only had 7 complaints against the department, which is very low compared with surrounding agencies. Examples the Councilmember provided as follows:

Example #1: ██████████ stepped in front of me [Councilmember] during the holiday food giveaway with Walmart. The Councilmember stated he wanted to push the officer [in the back] for the disrespect but didn't.

Councilmember refused to file a complaint for the incident, preferring it to be handled informally per his "concern" by City Manager and/or Chief of Police.

██████████

During his recorded interview, ██████████ described the "Walmart" concern involving ██████████:

"So, that's two right there. I don't know, for some reason, in my mind, I'm thinking there might be a third incident, but there is a third incident. Um, it's at the Walmart, and that apparently Alvarado, uh, said, again, I'm being told second hand that, so ██████████ did not know this. I was told by the ██████████ that ██████████ apparently stood in front of the Councilman Alvarado blocking his view during the ca- a, a, a photo. ██████████ mentioned that Alvarado said something. He wanted to push ██████████ outta the way. He did not, he did not, you know, but he, I guess he said it out loud that he wanted, he felt like pushing him outta the way. It's, like..."

The following is the section of the ██████████ memo that relates directly to this allegation:

I spoke with ██████████ briefly on January 23. and January 24 and explained to him Councilman Alvarado reported three perceived acts of disrespect by ██████████. One occurred in December 2024 at the Walmart on Olive Drive in

Bakersfield. I was present that day but did not witness any notable incidents. Councilman Alvarado advised that during the event, possibly when pictures were being taken, [REDACTED] stepped in front of him with his back toward Councilman Alvarado. [REDACTED] had no recall of the incident.

[REDACTED]

During his recorded interview, I told [REDACTED] that Alvarado had reported three perceived acts of disrespect and that the first one occurred in December 2024 at the Walmart on Olive Drive. I told him that he had supposedly stepped in front of Alvarado with his back toward him when pictures were being taken. I asked him to tell me about the event itself.

[REDACTED] said the following:

“Uh, it was a shop with the cops, so we were shopping with a lot of, uh, less fortunate children. Um, it was a really good event, was having a great time. Um, they asked us to take a picture with the Walmart employees, which was kind of standard. So, we decided to take a picture with all the goods. Before we- After we did the shop with the cop, we went out and handed out groceries to less fortunate families for, um, dinner and stuff. And so, I think the photo was with all the groceries and all the employees that took part in the event. Um, I sit in the back of the photo. And I was [REDACTED], so I sit in the back of the photo. There was no one else behind me.

And I- since all this is going on, I know who he is, uh, Alvarado is now and there's no way he'd be at the back of that photo with me. I'm way too tall, so I- there was no one behind me. I made sure that I sit at the back of the line. Uh, I didn't even- I- so I don't know where he got that from.”

[REDACTED] confirmed that it was a good day and that he came home feeling good, with no concerns. He confirmed that nothing was brought up to him about that until his conversation with the [REDACTED]. He said, “Yeah, I had no inclination of that I- he's alleged I stood in front of him. I mean, that- that makes no sense. He wouldn't be seen in the picture if I was in front of him. So yeah, until [REDACTED] brought it up to me, I had no idea that was even a thing or that had happened.”

I asked [REDACTED] whether he knew if the Department had any of the photos from that day, and he said, “I'm sure we do because our, uh, the lady that takes our photo was there, so I'm sure it's somewhere. I even asked [REDACTED], I was like, ‘Sir, you can pull that picture up right now. You're gonna see me at the back of the photo.’ There's no one behind me. Like, there's no way that I sit in front of him intentionally or like he's alleging. Like, there's no way in hell. And I said, ‘Pull up the photo. It's somewhere.’ I know we have it somewhere, so- and [REDACTED] like, ‘No, you're okay, you're okay.’ But it's somewhere.”

I said that he sounded pretty sure, and [REDACTED] replied, “Oh, yeah. I'm 100% positive.”

I subsequently received two e-folders of photographs from two Walmart events in December 2024. There were photographs that prominently featured Alvarado, but the only ones I found that contained both Alvarado and ██████ showed Alvarado standing at the front of the group and ██████ standing at the back, as he had described.

Gilbert Alvarado

During his recorded interview, I told Alvarado that he had already mentioned the Walmart food giveaway, and he replied, "Yes."

I told Alvarado that he apparently told the City Manager that they were taking a picture and that ██████ stepped in front of him, that he felt that ██████ had disrespected him, because he supposedly blocked Alvarado in the picture. I asked if he remembered any of that.

Alvarado said, "Yes. I, I, yes. I, I... That was one of the, uh... uh, here's the... I guess it goes like this. You don't realize, you know, you didn't, you know, um, something to, till it catches your attention. And I think at this point, I, I was noticing like, you know, my, my encounters with him, I felt like, you know, is there... You know, you know, because I, I don't know him from anywhere, from anywhere. I don't know, you know, I don't know anything about him. I don't know anything. Um, and it was just a, like a question, come to like you know, did I do something? Did I say something? I mean, they're trying to... You know, that's what I brought it, I did it... Again, I, again, I, I believe I did it when I talked to the ██████, was on the phone. Maybe I did do in person, but I was just trying to figure out. And it was, I didn't, there was no complaint, formal complaint, nothing like that." Alvarado continued, "It was just, 'Hey, it's just, you know, help me out here is there...' Because I don't want it to escalate. Whatever it is, let's stop. Let's fix it. That's all. That's the, that's the only reason I brought it up 'cause I... You know, we've got too much going on in the City that we don't have time to have wars. You know what I mean? You know, have conflict, you know, just, um... It was just something you address, like, 'Hey, you know, is there a problem,' or you know, I don't know. Did I do something? Did I say something?"

I showed Alvarado a photo I had been given by the Department and asked if it looked like the food giveaway that we're talking about, and he said, "That's Walmart. Yeah. That's the girl at Walmart, yeah."

I showed him another photo and asked, does it look right, and Alvarado said, "Yeah. That's Walmart. Yeah, that's Walmart, Christmas, Santa Claus. Yeah, Santa Claus. Yeah."

I said, and that's you down front, right, and Alvarado said, "Yeah. And that's me. And that's me right here on both pictures. Yes."

I said, and ██████ is here in the back somewhere, there's the ██████, and Alvarado replied, "Oh, yeah."

I said, "big guy," and Alvarado replied, "Yeah. Big guy. Yes, sir. Yeah...This was not the, the picture...It's not, it had to do with nothing with pictures. I dunno where pictures came out of, but-

Allegation #3:

Did Councilmember Gilbert Alvarado, during a meeting with [REDACTED] assert that during a City employee appreciation dinner, Alvarado was speaking with two young officers, and [REDACTED] called the two officers away and that it would have been less disrespectful if [REDACTED] had asked Alvarado for the officers to be excused?

The factual findings for Allegation #1 and #2 are also relevant to Allegation #3.

[REDACTED]

The following is the comment from [REDACTED] memo that relates directly to this allegation:

Instances of Ongoing Disrespect:

Example #2: During the employee appreciation dinner, [REDACTED] told the two young officers that were speaking to the Councilmember to come over to him at a separate location. The Councilmember stated he felt it would have been less disrespectful if the Officer would have come up to the Councilmember and asked for the officers to be excused. The event was after hours, and the officers involved are represented by the SPOA.

Councilmember refused to file a complaint for the incident, preferring it to be handled informally per his "concern" by City Manager and/or Chief of Police.

[REDACTED]

During his recorded interview, [REDACTED] described the concern regarding [REDACTED] allegedly disrespecting Alvarado at the December 2024 employee appreciation dinner:

"I knew he was, uh, he had issues, uh, regarding [REDACTED] on at least two occasions. One was for an employee, uh, dinner that the City of Shafter had, where they invited the officers who were working. They showed up, they were provided, uh, a dinner, and apparently Councilman Alvarado was speaking to two younger officers. The younger officers may have been on FTO, or they had just gotten off FTO, but they were younger officers, and they were speaking to the Councilman.

At some point, [REDACTED], uh, ex- excuse me, [REDACTED], who we made a field training officer, directed, like, signaled them somehow to A. I

couldn't, you know? When I did speak with, um, [REDACTED], he said, I think he said, [REDACTED] said, Hey, get the guys together, so we can eat our food.' So, [REDACTED] like signaled, like, I don't know what kind of signal, but he signaled for the two younger officers to go ahead and go. So, I was told that Alvarado was upset that [REDACTED] did not come over and politely, uh, interject himself into the conversation, and then have the officers go with him. So, I, under, I understand from afar, however, it was never brought up initially."

The following is the section of the [REDACTED] memo that relates directly to this allegation:

A second event that Councilman Alvarado described was when he was speaking to two newer officers at the "Employee Appreciation Dinner" in December of 2024. Councilman Alvarado indicated he was speaking to the officers when they were called away by [REDACTED] who was a distance away. Councilman Alvarado felt disrespected and felt the officer should have come to him and the officers to remove them from the conversation. [REDACTED] told me he believed he recalled the incident and that he had been told by [REDACTED] that night to round up the officers, who were all on duty, to gather up outside and eat food that was being provided by the caterers. [REDACTED] told me he had called his trainee, [REDACTED], and another trainee, [REDACTED], to come over to him and the other on-duty officers.

[REDACTED]

During his recorded interview, I told [REDACTED] that we would move on to another issue, also from December 2024, at the employee appreciation dinner. Alvarado said he was speaking to officers when they were called away by [REDACTED], who was a distance away. He felt disrespected and felt the officer should have come to him and the officers to remove them from the conversation. I asked him to tell me about that event. [REDACTED] said the following:

"Uh, the event was City- like a City appreciation dinner. The whole City of Shafter, I think it was at the Vet's Hall. It had, like, a dinner that was catered and, uh, so it was like a pretty big event with, like, the food. And it had, like, Christmas things, toys and raffles they were giving out. And, um, our whole shift and it wasn't just me. So, it was me, uh, s- I think [REDACTED], [REDACTED]. Me and [REDACTED] both had trainees. I either had [REDACTED] or [REDACTED], one of the two. I don't remember who. I wanna say it's [REDACTED]. Uh, so he was on FTO with me and at some point I- I looked over and I seen him and he was, like, on the other, like, pretty far from me. And I looked at him and just waved him on. I didn't say anything. I just waved at him like, 'Hey, let's go.' Because I'm responsible for his actions. I need him to stay on my hip and stay attached to me wherever he's going.

He's not solo yet. I think he was, like, on his [REDACTED] month, so I had just seen him. I didn't know he was talking to Alvarado or anybody. Like, he looked, we locked eyes, and I was, like, gave him a head nod and I waved my hand to him.

That's all I said. And then I went outside with our food 'cause we went to go eat as a group. And I guess he took that offensive, which I had no idea he was even talking to him. Like, it was one of those things, again, I was like, 'All right.'"

████████ confirmed that both he and his trainee were in uniform, on duty and subject to call. He said, "Yes, sir. Yeah, we were both 10-8 and we just stopped by to get food. The Chief wanted us to come by, got a plate of food, and we were there probably like 20, 25 minutes before we got a call for service. So, we weren't there that long."

I said, "And from what you just described, you simply caught his eye, you gestured to him, and he knew to come. You didn't yell across the room or ..." ██████████ interjected and said, "No, I didn't even say. I just looked and I looked at him. He looked at me and I nodded my head, and he shook his head. And so, I was like, 'Let's go.' Like, gestured to him, let's go. And at that point, we went outside. And at that point, still when that- that, um, incident happened and it was told to me, I still didn't know who Alvarado was yet. I didn't know who he was, his name. It wasn't until the third incident that I finally put a face to a name and finally got to know who he was and actually meet him."

I asked ██████████, when he found out about this after the fact, how did that make him feel, and he said, "Um, that he said that? That's, again, trying to bash my character and make me ... Like, I don't know if, like, I have like this weird conspiracy theory that, like, it's weird that all this got brought up right before I interviewed to be a ██████████. Like, two days or maybe three days, Monday or Tuesday. I interviewed, like, on Wednesday or Thursday. I don't remember the exact dates, but it was in the same week. Like, this all came down when I was already stressed out about the written. I was already stressed out about the oral board and all this stuff that I had going on coupled with being an FTO and all this stuff I had on my plate. And then I get brought in for this, it was just like a slap in the face, and it made me very, like, upset. Like why- Like, I didn't want to work here anymore. Like, it was I've never had to deal with so much shit working at a department. Like, I've never ... Yeah, it's crazy."

I asked if he had ever been treated this way or had complaints from other council members, and ██████████ said, "Never. I've never had any issues with any of my prior agencies. Never bumped heads with any city council members, city managers, no one from my departments. I've never- This is the only- Shafter is the only place I've ever and I have three instances now with the same person. So, this is the only place."

I asked ██████████ how he thought this should be resolved, and he said, "I don't know. Like, I- I don't know him, so it's not like I want to see him get fired. I would never want anybody to lose their job or career. That's a horrible thing to say about, you know ... And I just- I just don't understand why he's- he's- I got- does he hate me? What, like, did I do something to upset him? Like, I- my plan was to stay here for a long time and, you know, I really enjoyed working here, but after all this, I'm like, uh, this is like a small-town bullshit to deal with. Like, I've only been here since basically the beginning of August and I was just like, 'Man, this is a lot.' And I even told Chief like, 'This is a whole lot of shit to deal

with.' And for- for something that everyone in the county thinks Shafter's a really good eight- like, city to work for."

██████████ continued, "You know, that's the- that's what everyone thinks, that, you know, Shafter's squared away. It's a good place to work. And then you get here, and it'll be- I feel like it would be different if me and him had, like, some type of altercation where it was negative, but there was nothing, no basis for all this to go off of. So that's why I'm just- I'm, like, in the dark. Like, my mind just wanders about everything. Like, why? Like, why? Did I piss him off? And I don't know. So, I- I mean, I don't know. However the City handles it, I- I would- I wouldn't know which way or what to do from here. I don't know."

Gilbert Alvarado

During his recorded interview, I told Alvarado another situation I was told he had brought up was the employee appreciation dinner, and he was talking to a couple of the newer officers. He said, "Yes. Yeah," and I asked him to tell me about that one. Alvarado then said the following:

"Yes. Um, we were at, we were in the, in the Veterans Hall. And, and I was just talking to the, the... Well, me put it, so the, the Veterans Hall is square, right? Let's say here. And I was over here on this side of the building talking to the new officers. My back was turned, um, towards him, the officer.

And I was talking to the, the, uh, two young, uh, new employees and just, you know, just to introduce myself, talk to them, and, you know, welcome, have them welcome. And the officer was at the other end of the building. And he yelled at them to come to where he was at, knowing that I was talking to them. So, so, there was those like, Hmm. And then, then you at the Walmart deal, you know, and he's just like, well, is there something? You know, he's just questions, you know, you just... ponder on like, hey, um, being that, you know, he's an officer and, you know, I can't approach him.

So, I go to the City Manager, just, 'Hey, you know, I hope there's not, but-'"

I asked Alvarado, what are the rules for a City Council person interacting with line level staff, and he said, "You know, um, um, I was always told that I only had one employee, technically two. But one is a City Manager, and that was it. The second one is the City Attorney. Right? But in our charter, City Attorney is a, is a department head. So, there's, to me, in my eyes, and in the past, there's a conflict because if he's a department head, then he's under the City Manager and... But he's, he's telling me that he's my, one of my employees. How can I... This, how can I share with you? You're his... You know what I mean? Is that... You know, for whatever it's worth, there's that double edged sword there with the City, with the attorney part anyways, but technically-"

Then the following exchange took place:

Gilbert Alvarado: So, so he's not, you know... So though technically it's only, we only have one City Manager that's our employee based on five people. Right?

Jeff Kermode: So, unless the City Manager through the Police Chief or the Public Works Director assigns somebody to you to work-

Gilbert Alvarado: Yes, yeah.

Jeff Kermode: ... with at an event.

Gilbert Alvarado: Yes.

Jeff Kermode: Normally you would not be giving directions or telling a City employee what to do.

Gilbert Alvarado: No. But I would, my concerns like, hey, I mean, uh... Because if you're, let's just say an e-, an example if you're assigned to me, but if I can't tell you anything-

Jeff Kermode: (laughs).

Gilbert Alvarado: ... uh, I'm scratching my head here, some-

Jeff Kermode: What's the point?

Gilbert Alvarado: Thank you. You know, so, that defeats the whole purpose. We're here to work together, try to resolve problems, right?

Jeff Kermode: Mm-hmm.

Gilbert Alvarado: But you know, the question, you know, that's, that's how I see it. I mean, I... We're, we're, we're, we're a team. We gotta get, try to get this night over with (laughs). Let's just get this parade done with, you know what I mean? So, and I'm just using parade as an example, but that's how I see, you know. Otherwise, like all these other employees, they're just, you know, I, I'm not their boss. You know, I respect them. And, you know, it's like golden... It basically goes back to the golden rule. Treat the people, treat people the way you wanna be treated. You know.

I said, at that appreciation dinner, when the officer called the two away that you were talking to..., Alvarado interjected and said, "They took off."

I asked if Alvarado felt that was disrespectful, and he said, "Well, yeah. I mean, he sees me talking to them. Right? I mean, I get it, you know, I'm nobody. But just out of, as being a human outta respect, why don't you walk up to us and tell us, 'Hey, we gotta go, we're

on the call or something.' Not yell at him from the other end of the, of the Veterans Hall. And of course, they're gonna respond to him because they're in training. Right?"

Alvarado continued, "That's, that's their training officer. I would too. So, so, they took off. Okay. I mean, I understood, hey, I'm not, you know, I understand. But I thought it was like, ah, that's the root."

Allegation #4:

Did Councilmember Gilbert Alvarado, during a meeting with [REDACTED], assert that during an incident at Alvarado's home, [REDACTED] was "slower than 30 weight motor oil" and would not listen to what Alvarado's wife was telling [REDACTED]?

The factual findings for Allegations #1, #2, and #3 are also relevant to Allegation #4.

[REDACTED]

During his recorded interview, [REDACTED] confirmed that he was familiar with [REDACTED] through his employment. When asked how much of a working relationship he had with [REDACTED], he said, "...pretty good. I mean, we, we talk, we joke, stuff like that. However, he is under [REDACTED] officers, so most of the interaction is with command staff from me to them."

I asked [REDACTED] if he had any sense of how [REDACTED] generally interacts with the public, he said, "I've had on a couple of occasions to get to view [REDACTED] and his interaction with the public. I will tell you, he is, he is pretty approachable. For a guy that is quite a big guy, um, it's kind of amazing how many people will just walk up to him and talk to him. Not only that, but I, I don't know what it is with these Shafter PD officers and kids, but I mean, I would be scared. You've seen the Chief, he's, he's a giant of a man. And they love, kids love these guys. They'll walk up to him. [REDACTED] no, no different. Same way. It's kind of cool to see."

I asked [REDACTED] if he believed that the memo accurately captured Alvarado's concerns, and he said, "Yes. Uh, I drafted the memo. I- the memo date is the next day after council. However, I drafted it that night because some of these statements that he'd made to me, specifically, the one that sticks in my mind the most is the comparison to, uh, [REDACTED] to 30-weight motor oil. That guy was a [REDACTED] that was getting scholarships to colleges, so I, I know he looks slow, he is not. So, I, I was a little frustrated that night. I did want to make sure that I had the statements that were told to be accurate, so I did start drafting it that night."

I asked [REDACTED] if he was aware that one of the events documented in his memo occurred more than two years ago, and he said, "So, I did find out that what he had brought up... At the time when he brought it up, uh, about [REDACTED] responding to the, the hit-and-run in front of his house, I, I had brought that to the Chief and said, 'Hey, man, when the heck did this happen? Why didn't anybody call me on this?' And he said, he's

like, 'Well, I'll have to look, but I think it was a couple of years back.' So, and he did get back to me and said it was about two years back. But that was something that the Councilmember had brought up. Um, I hadn't really had any exposure to that. That wasn't... I mean, I think I was only on for about [REDACTED] months at that point, and so... But I have heard of, i- in my mind, potentially troubling interactions between PD and, and the Councilmember that are initiated by the Councilmember. So, this was something, yeah."

The following is the comment from [REDACTED] memo that relates directly to this allegation:

Instances of Ongoing Disrespect:

Example #3: During an incident at the Councilmember's house, the Councilmember began pursuing someone offsite while waiting for the PD response. When the PD officer showed up [Councilmember wasn't present] he stated that [REDACTED] was "slower than 30 weight motor oil" to exit his car and wouldn't listen to what his wife was telling him when he responded."

The disrespect in this incident seemed to stem from what was perceived as a slow response and the failure to take direction from the Councilmember's wife. I informed the Councilmember that the Officer was likely assessing the situation, and taking direction from a yelling, or excited resident may not be typical.

No complaint was filed for this incident.

[REDACTED]

During his recorded interview, [REDACTED] confirmed that he was familiar with [REDACTED], and I asked him to describe [REDACTED] interactions with the public. He said, "...I would say that [REDACTED], now, is a very mild-mannered person, uh, who is very patient and, uh, communicates well with the community. Um, he's respectful, he's polite, and one of the reasons why I moved him forward to the [REDACTED] list, so."

I asked [REDACTED] if he were aware of any other complaints about [REDACTED] being rude or disrespectful or uncaring on a call, and he said, "I've never received a complaint that I know of, um, from that individual...Or about that individual."

[REDACTED] confirmed that he verbally debriefed the [REDACTED] on the memo from [REDACTED] and provided him with a copy of the memo. I asked about the [REDACTED] response, and [REDACTED] said the following, in part:

"It also made me look into the accusations closely. Um, I wanted to know why one of them in particular, he was coming about so much later, um, [REDACTED] was a [REDACTED] when Council Member Alvarado's vehicle was hit by a DUI driver. He was monitoring the- the pursuit of that DUI driver that hit the car. Um, and one of the accusations was that I believe, 'He was moving as slow as 30-weight motor

oil.' Well, he's listening to his car radio in case he has to respond. And once again, I think the Council Member and his wife could have been explained, um, if anything like, this is what I was doing, if there was a problem. But it came out, I- I think two years later. Um, so it made me really think about what's going on here, what's the big picture, why all of a sudden is this."

██████████

During his recorded interview, ██████████ confirmed that he was familiar with ██████████ and said, "...I've known him as a ██████████, as a ██████████, and then, uh, here he has gone from officer, senior officer, and currently as an acting ██████████"

When I asked about his working relationship with ██████████, ██████████ said, "It's a good relationship, supervisory." When asked if they had open communication, ██████████ said, "Yes, very open. What I mean as supervisory, I'm meaning very, like, I, he's an acting ██████████, but he, uh, a little bit inexperienced, if you will. Um, we have a lot of inexperience here at the department. So, when I say that there's a lot of communication with all of my ██████████ 'cause they have a lot of, a lot of situations they haven't encountered. So..."

I asked ██████████ if he had a relationship with ██████████ outside of work, he said, "Yeah. Uh, his dad's a friend of mine, and since he, his dad's a friend of mine, so therefore he's, he's been a very, uh, friendly acquaintance. I've, I've, uh, I've known him for at least, uh, 10 years, at least."

██████████ then provided the following summary of the concern involving ██████████ and Alvarado's wife:

"So, one of them was ██████████, or excuse me, ██████████, ██████████...an incident that occurred where ██████████ appeared to be, uh, nonchalant on a call for service, uh, that involved Alvarado's wife, and I believe her name is, well, it could be ██████████, I think it's ██████████. And, where he was described as being slow as molasses, or something to that effect, getting out of a car. And so, when I was told about that, I'm like, 'Okay.' So, I, I understand that basically, you know, he wasn't, that it just appeared, that he was, um, handling a call, you know, without much, uh, let's say urgency. You know, like, I, I understand, I don't know when the date occurred, but, you know, if somebody makes a complaint, you know, almost think maybe it, it occurred in the most recent, you know, somewhat recently."

Later in the interview, ██████████ also said the following:

"And I say, blah, blah, I'm sorry, just whatever else we'll say. So, when I interview ██████████, he goes, 'The only interaction I had with him was when they had called in a hit-and-run DUI, and that was, like, three years ago.' So, we looked it up and I, maybe I have it in there. I, I, I usually, typically look up things for pre-previous calls for service. Um, but a hit-and-run March 5th, 2022, sir. I researched and learned the incident from March 5th, 2022, and that was where a couple of different folks went. And there was an investigation of driving under the influence. I believe it was based on a hit-and-run."

So, Co- Councilman Alvarado was following the, the guy yelling, screaming, 'He's right. He's right there. He's right there,' to the other officers that responded. [REDACTED], [REDACTED] at the time pulled up and Alvarado's wife, which I think is [REDACTED] is, like, yelling at him. Afterwards, [REDACTED] recalls them thanking him. And that, I don't know if he has an email regarding that or, or a text message, but they thanked him for everything. So, there was no, no belief that he had done something wrong, and that's the only interaction we believe we've seen that, that that may have been an issue with Mr. Alvarado."

I asked [REDACTED] if he had ever seen [REDACTED] to be slow to handle a call in his experience, as he was accused of, and he replied, "No." He then said, "...I do have an explanation regard, like, he, he did recall. Like, you know, and I say this meaning he had, he, he is like, 'I get outta the car,' something along the lines of that, and you have somebody yelling, but you, you have to find, you have to assess the situation... That's what I believe he told me. Uh, uh, I, I understand you, you're yelling and screaming, I understand you. What do we have? What am I seeing? What's going on? So, the answer is no, first of all. And, uh, [REDACTED] is a very, um, he's a good guy to have around when bad stuff happens and [REDACTED] and [REDACTED]. There's a few other ones that are here that, that are that way. So, the answer is no, sir. And again, I apologize."

The following is the section of the [REDACTED] memo that relates directly to this allegation:

I spoke with [REDACTED] and informed him of an incident that Councilman Alvarado had alleged to have occurred, but I was currently unaware of the actual date and year of occurrence. During that incident, Councilman Alvarado alleged [REDACTED] had been disrespectful toward Councilman Alvarado's wife, [REDACTED] Alvarado, when she had attempted to tell him something as he was exiting his patrol car. Councilman Alvarado stated [REDACTED] was very slow to exit the vehicle even though he was not present at the time to witness the event. The act of disrespect was categorized to me as [REDACTED] failing to take direction from the Councilman's wife and because of his slow response exiting his patrol vehicle. No formal complaint was ever filed to my knowledge by Councilman Alvarado.

[REDACTED] told me he recalled one incident involving Councilman Alvarado and his wife that occurred approximately 3 years from today's date. I researched and learned of an incident from March 5, 2022, where [REDACTED] and [REDACTED] responded for a hit-and-run accident. The result of the investigation resulted in a Driving Under the Influence arrest. Councilman Alvarado and [REDACTED] Alvarado were present during that investigation with [REDACTED] being the initial caller to the Shafter Police Department. [REDACTED] told me he recalled being thanked for his and the other officers' response and was never made aware of any perceived acts of disrespect to the Alvarado's.

[REDACTED] told me he had an interaction with Councilman Alvarado during 2024 that he found to be disrespectful. but did not notify his superiors about the incident. The incident occurred during the National Night Out event held on October

8, 2024, at Veterans Park. ██████████ told me there was an incident where Councilman Alvarado was speaking in a loud, commanding voice giving directions to officers to move their E-Bikes to a certain location so pictures could be taken. ██████████ described Councilman Alvarado's attitude and demeanor in the presence of the public to be demanding and treated the officers as if they were his direct subordinates.

██████████

On April 30th, 2025, at approximately 7:43 pm, I conducted a recorded interview with a witness in this matter, ██████████, a ██████████. The interview took place in an office at the Shafter City Hall, in the City of Shafter. ██████████ was provided with a Peace Officer Witness Admonition, a signed copy of which is attached to this report. A copy of the interview recording and the interview transcript are attached to the report.

I had ██████████ confirm the spelling of his name and his position. ██████████ told me that he has worked for Shafter as a police officer for about ██████████. He described his current assignment, as well as his collateral duties. He said that he had previously worked for ██████████. He also said that his supervisor, ██████████, was off on leave, so ██████████ was his direct supervisor.

██████████ also confirmed that he was ██████████ of the Shafter Police Officers Association.

██████████ confirmed that he was familiar with ██████████ from their prior employment at ██████████ and from working with him at Shafter. When asked to describe his working relationship with ██████████, he said, "Um, great. We had a great working relationship, especially when we were all on a shift together. Uh, ██████████ and I have worked together for, I want to say the majority of my time being here. I mean, maybe there was a couple shifts here and there or rotations where we weren't together, but where we've been partners. He's been my ██████████ when I was a slick sleeve officer. Then when I became a ██████████, he was my ██████████"

When asked about their relationship outside of work, ██████████ said, "Oh, we're, uh, great friends. Our families know each other. What I mean, families like my fiancé, my kids know his, uh, wife...We hang out, do things together."

██████████ confirmed that he was familiar with ██████████, and said, "Uh, I met ██████████ when he got hired here. I don't know the exact date and time, but when he came over, um, I met him and then we started working together. And similar to ██████████ and I, we became friends and worked well together and hang out together sometimes. And also, both of them are on the union board with me as well. So, we do spend a lot of time together."

When asked how he knew Gilbert Alvarado, ██████████ said, "Uh, the only way I know him, sir, is that he's a City Council member for the City of Shafter." I asked if he had to interact with Alvarado in his association role, and ██████████ said, "From the union...Um, not from the union that I can think of right off the bat, but just police contact as a police officer."

I told [REDACTED] that I had a memo which [REDACTED] had prepared after a conversation with him and asked whether, prior to that conversation, he had been aware of any issues with the Councilman. He said, "No, none at all. I talked to him, uh, regarding calls for service that he's done before, that he's called on. Um, and years ago, there was a call regarding a DUI driver that wrecked into one of his vehicles and we would see him at like events because I'm on the [REDACTED], so he would be at a lot of events, or I'm on bike patrol, so I'd see him at a lot of events too."

I then read the following from the [REDACTED] memo:

"I spoke with [REDACTED] and informed him of an incident that C-Councilman Alvarado had alleged to have occurred, but I was unaware of the actual date and year of occurrence. During that incident, Councilman Alvarado, Alvarado alleged [REDACTED] had been disrespectful toward Councilman Alvarado's wife, [REDACTED] Alvarado when she attempted to tell him something as he was exiting his patrol car. Councilman Alvarado stated that [REDACTED] was very slow to exit the vehicle even though he was not present at the time to witness the event. This act of disrespect was categorized to me as [REDACTED] failing to take direction from the Councilman's wife and because of his slow response exiting his patrol vehicle. No formal complaint was ever filed to my knowledge by Councilman Alvarado."

I asked [REDACTED] if he could remember back to that incident, and he said, "Yeah, it's a... I recall there being a crash or a report of a crash. I don't know exactly without looking at the report or everything right now. But there was a crash, and I remember responding to the area and vaguely maybe remember seeing his wife out there, but he was down the street. And I want to say he was following or chasing the truck, without looking... Again, without looking at the report..."

... just kind of recalling it. And we went to where he was at and the result of that was an arrest. And I don't recall why he would make an allegation like that when I do remember him yelling in the street, "He's right there, he's right there." Like trying to order us what to do. I get it, your car just got wrecked into, you know? It's stressful for everybody involved but us, as cops, we can't be as stressful as the reporting party or the people involved because we're, we're the ones that are supposed to keep the peace. So, being stressful, or jumping out, or doing something will just heighten the situation. So, I don't know what was perceived that I did or didn't do as being disrespectful, but me running out of a car or getting out of my car too slow or not getting out enough, I just don't understand how the speed of how I got out of my car, got in my car or did or acted or reacted was disrespectful if the result was the arrest of the subject who wrecked into their vehicle."

I asked, "and this was three years ago," and [REDACTED] said, "Yes...And that's the only thing I can think of, sir, that they're pertaining to, because... You know what I mean, they, he and his wife."

I told [REDACTED] that it appeared to have taken place on March 5th of '22 that [REDACTED] had also been at the scene, and he said, "Correct... Yes."

I asked [REDACTED] if, three years ago, when he made the arrest and wrapped this thing up, anybody had expressed any displeasure, and he laughed and said, "Actually, no. But if I remember correctly, he did send me an email either regarding something with the vehicle or the report maybe or a request or for his request of the report. And I believe the response was a thank you if I remember correctly. It was like a thank you with like an emoji."

[REDACTED] confirmed that the next time he heard about this was when the [REDACTED] talked with him three years later.

I asked [REDACTED], "So, three years later, you're told about this and that he thinks you were disrespectful, how did that make you feel?" [REDACTED] said, "Honestly, sir, it bothered me because that was around the time I was taking the sergeant's test and the promotional process. So, it was like, honestly, I felt like the guy was... For someone to bring something up like that now was really bothersome. So, it's like I didn't know if he'd seen something that he didn't like or how I... like as far as me promoting or something. I don't know. It was foreign to me that someone would do something who was with the City Council three years later for something that they didn't witness. And it happened to be during the time period that we were getting, um, selected or however you would say it in the process for testing for promotional purposes."

[REDACTED] continued, "So, it started to bother me like, is this person trying to do this to hinder me from being promoted in the event that he thinks he can hinder that by making some type of complaint? But I had to really think a long time about what he was referring to because that was one of not many interactions I've had with him with calls for service. The other time he called about some dead cats in an alleyway, and I talked to him and that conversation was fine."

I told [REDACTED] that the [REDACTED] memo mentioned a second interaction:

[REDACTED] told me he had an interaction with Councilman Alvarado during 2024 that he found to be disrespectful but did not notify his supervisors during the National Night Out on October 8th, 2024."

I asked [REDACTED] to tell me about that, and he said, "We had our... So, it was our National Night Out. We had our brand-new electric bikes that we had out on display. I don't want to, I don't wanna butcher her name, Jasmeet Bains, I believe that's how you say it. She was present. And he was kind of trying to tell us to give us orders to move the bikes here, let's get a picture here, let's do the pi- trying not to order me around to move these bikes around. And then the way he expressed himself was like, she's the reason why we got the bikes and it's like, sir, like... And then he wanted us to put the lights... Uh, telling officers to put the lights on on the vehicle, which is we have the CHP booth next to us, and the vehicle was backed up, which results in the exhaust being on, which I think is a

problem. So, it was very demanding and just disres- because he's not in our chain of command, sir.”

████ continued, “A lot of the stuff that he would do that I wouldn't report is just kind of endure 'cause I don't wanna cause no friction. Like I'm just trying to do my job. I love this department, and I don't wanna cause no waves with any... So, I just went with the flow as disrespectful as it was and demeaning as it felt... I got some guy who's non-law enforcement, not in my chain of command kind of making it seem like I'm the issue because I'm not moving the bikes and I should have 'em ready because she's the one that got us, got them for us. It was very, it was very hard to just endure that.”

I asked █████ how he thought this could be resolved, and he said, “Honestly, sir. I mean, I don't know what the best course of action that would be next to do, but if that... That subject's the only council member that I've ever had any negative response from, or comment if you would call it that, or. I've never had any bad interaction that I can think of with any other council member, just him. And he does do a lot with parades and things like that, and he's just very, very aggressive in his tone and how he delivers things is... Like with the whole bike thing...She's the reason why we got... It kind of made me feel littler than what I was just because, like, I felt like he was trying to make it seem, 'cause she was there that I wasn't doing enough because she got us these bikes when we had them on display for all the city to see. So, I don't know what could fix this, sir.”

████████████████████

During his recorded interview, I asked █████ if he was aware of any similar issues between Alvarado and any other specific Shafter PD personnel, and he said, “Um, well, since all this has gone down, obviously I've talked to, uh, █████ and █████. They've just mentioned their- what, like, what's happened to them. And I know █████, something to do with, like, the Christmas parade, I believe. And, uh, █████ was, like, years ago, something to do with a stop at- years ago. Like, I- that makes no sense why he's bringing it up now. That's what makes me think that he's- he was trying to- there was an agenda to all this. Like, especially with █████. I- What I was under the impression that █████ incident happened years ago. Maybe year or two, three years ago. And he brings it up right before the interviews, it's like I feel like he was trying to sabotage this for whoever he is friends with here that wanted the- one of those in the hiring process that he wanted them to have a leg up.”

████████████████████

During his recorded interview, █████ confirmed that he was familiar with █████, and said, “I worked with him for a little while when we were both at the █████. Um, then I transferred over here. Later on, he transferred here. Um, we were patrol partners. Uh, for a while, I was his █████, and he was an officer and then he, he worked as █████ for me. Um, and now he's, uh, serving as an █████ as my, my day shift relief.”

I asked about his working relationship with [REDACTED], and he said, "Very good. We're good friends." He also said that they socialize outside of work.

I asked [REDACTED] if his experience with [REDACTED] was that he was credible and honest, and he laughed and said, "Incredibly credible...One of the best people I know."

[REDACTED] confirmed that he had talked with [REDACTED] about [REDACTED] concerns and I asked him to share with me what he had been told. He then said the following:

"Um, similar to, to me, um, I think [REDACTED] case with, um, what was complained about for him is a lot more ridiculous than mine, quite frankly. Um, that one seemed very out of nowhere. Um, he had an incident three, I think, three years prior where he responded to a, I think it was a collision. Um, either Gilbert or Gilbert's wife was the reporting party. He showed up, I think it was a hit-and-run. Uh, and neither when he was going to talk to Gilbert's wife or when he found the vehicle, I can't remember which one, um, Gilbert had said that he took too long to get out of his car and that was what he was complaining about. Um, and ultimately, they ended up finding the guy, they arrested him for DUI. Uh, to me, that was, it was ridiculous. (laughs) I mean, I, bringing it up three years later seems like you're doing it on purpose, especially if your complaint is that he got out of his car too slow."

Um, I know it stressed [REDACTED] out, uh, significantly more than me. Um, I don't know if [REDACTED] will be willing to, to share that with you, but, um, it, it weighed on him a lot. He was really worried. Um, but same, same experience that I've had, and he feels that, um, council member is trying to get us to do things and get us to do what he wants even though he is not our direct boss. Um, you know, if it came from the Chief or the City Manager or something, I could kind of, kind of see it. But the council members are not really supposed to have that kind of relationship with us, so..."

I asked [REDACTED] to share with me what [REDACTED] may have said about the National Night Out situation, and he said the following:

"He, uh, [REDACTED] is our, uh, bike unit supervisor and he was, they, we had our booth set up there, had all of our bikes. We just recently bought two new, um, e-bikes, so we were displaying them. And I remember Gilbert came over and, um, said something about turning on the lights, um, 'cause the other agencies had their lights on or something and kind of made a big scene out about it. And the reason we didn't have our lights on on the car, um, was 'cause we had CHP right next to us, and the exhaust was kind of killing 'em, so we shut it off...Um, uh, I don't remember that event su- I was there. I don't remember the event super well, but..."

Gilbert Alvarado

Early in his recorded interview, I asked Alvarado if he was familiar with [REDACTED] from the Police Department, and he said, "Yes. Yes. Yes, I am."

I asked if he'd had much interaction with [REDACTED], and he said, "No, um, not much. No. I haven't. I know one, I guess he was... he had just [REDACTED]. Again, I just can't give you the exact, but I know you could look it up back in when it happened. Um, it was an- it was about, again, it was between I think 10:00 to 2:00 in the morning. Somewhere in, it could be 11:00, 12:00. Um, I was already asleep. My wife was watching TV and this gentleman who was on... I live on [REDACTED], he was driving, and he had run into my cars. Um, and I, I was asleep. My wife wakes up. I mean, my wife was already watching TV. She wakes me up, tells me, 'Hey, there's a guy out there who just run into all of our cars.'"

Alvarado then provided the following account of the incident:

"And so, I jump out and all... To make a long story short, is, um, I went out to the guy and so I'm chasing... It was a DUI, drunk driver hit and run. And my neighbors came out, told me, gave me the direction. By the time I put my pants on and went out there and... 'cause my idea, I didn't want him to get, get lost. I mean, not get lost, but, you know, get away. Right?"

Because he actually hit three of my cars, you know. It was not no small incident, it was, it was a major incident. Totaled one of them. So, I chased this, this gentleman down, down Shafter, and I was able to catch up with them. And my wife is at home now. She's calling 911. I'm trying to call 911. You know, you, you know, your adrenaline is running because this is... You don't, you don't expect this. I mean, I was a sleeper. Right? You know, my... I'm sh- you know I'm pumping, like, they gave me a whole bunch of coffee. But anyways, I caught, I got caught up to the guy and I told the guy you, he wanted... He was on going inside his house. I told him, 'Don't go inside.'

I'm on the phone telling the officer - the dispatch, where I was at from, based on, now over time, [REDACTED] had, was the first officer at my house. So, I'm, I'm, I'm not there. My wife was down with him. And my wife is telling him he's at Mannel Park. 'Cause I'm, I'm telling my wife too, where I'm at. He's in Mannel Park. He's across from Mannel Park. And I'm, and I don't know 'cause I wasn't there. I don't know what happened between that. And then he finally shows up. And that's been the only time that I really knew of [REDACTED] because I had to deal with him with my insurance and the case and with the, the case... officer, right? But other than that, I, that I know of, I could recall, I've never had another incident with him. Uh, I seen him around, you know, but that was it. Just that one time."

I asked Alvarado how it all turned out, did the reports all get done, and he said, "Yeah. And everything got done. Everything got done. And of course, when my car, my work truck got tore up, my personal truck got torn up. My, my Traverse got, uh, total, I total, was totaled. The hassle with insurance, you know. And, and, and, um, that gentleman who did that, did the, uh, uh, the incident, he had come to my house later on and, and apologized. And I, you know, I told him, 'You know, it just thank God nobody got hurt.'"

Alvarado made some additional comments about the incident and then said, "So, and I didn't see [REDACTED] anymore after all that it's been done. Never had to work with him or, or no encounters with [REDACTED]."

Later in the interview, I asked Alvarado if he remembered saying something like, "[REDACTED] was slower than 30-weight motor oil getting out of his car," and he said, "30-weight, uh, I wouldn't... I don't, I don't recall saying that... I wasn't there, right?"

I asked, since his wife was there, did she express some concerns to him about [REDACTED] being slow, and Alvarado said, "she did share that he took a long time to get out of the car... And I don't, we don't know, you know, of course they had to check in, call. I don't know. I don't know what's going on. Right? We were going just guess and assume, but I, I don't know. But he did, took a long time to get out of the car. And she wanted to tell him that, 'Hey, he's over there, go over there where he's at,' you know..."

I said that I was sure she was worried about him, and Alvarado replied, "Well, yeah. It's only common sense, right? I mean, sheesh. You know what I mean? But, you know."

I asked Alvarado if his wife expressed any concerns to him that [REDACTED] wasn't listening to her or was ignoring her, because the comment I was given from what the [REDACTED] was told, was that Alvarado perceived it as a slow response and the officer failed to take any direction from his wife. He said, "Yeah. I, I don't... Because, you know, at the moment, a lot of things go... You know, there was just, just a lot going on. Right? So, I'm way here. I know I was on the phone calling 911, or dispatch. I believe my wife was on the phone as well. But I think [REDACTED] showed up over there at some point. Right?"

Alvarado continued, "And then, and I did talk to the sergeant that, who just retired. I was asking, 'Well, hey, where are you guys? Where are you at?' And he had said, 'Oh, I, I went around to flank the...' Thinking that he was still driving. You know, I said, I said, I'm telling the... I think I was telling the dispatch, 'He's right here. He's not going anywhere.' He didn't go inside this house. So, my brain, you think, who are you gonna, who, who are you flanking? You know? But anyway, I don't know. Right?"

Alvarado concluded with, "At that moment of the night, who knows? Because this is one o'clock, I don't know what time it was, it was late. So, you know, a lot of things go through your mind at the time, because everybody, at that moment when you're in need, you had your 911. Help."

I asked Alvarado if he remembered if he ever sent [REDACTED] a "thank you" email or a note or something after the incident, and he replied, "No, I, I didn't, to be honest with you, I didn't." It should be noted that [REDACTED] did not provide a copy of any such email or note.

Allegation #5:

Did Councilmember Gilbert Alvarado, during a meeting with [REDACTED]

██████████, assert that during the recent Lion's Club Christmas Parade, Alvarado was disappointed with ██████████ failure to respond to his requests and that he wasn't always available when Alvarado needed him?

The factual findings for Allegations #1, #2, #3, and #4 are also relevant to Allegation #5.

██████████

The following is the comment from ██████████ memo that relates directly to this allegation:

Instances of Ongoing Disrespect:

Example #4: This comment is regarding an event that was held by the Lion's Club of which Councilmember Alvarado is a member. The City partnered to have police present to provide security at the event, as the entity did not have the funding to secure the required private security. The Councilmember requested that I discuss the incident with him, Councilmember ██████████, and the Chief. The Councilmember then expressed his disappointment with ██████████ failure to respond to his requests as he felt appropriate, and that "he wasn't always available when he needed him."

I indicated to the Councilmember that City Staff were present in partnership with the Lion's, they didn't contract with the City for service and there was no reasonable expectation that the onsite PD supervisor for the event would be following a member of the Lion's Club around to take orders.

Additionally, I produced a copy of the Charter for the Councilmember in case he was operating as a member of council, and read him section 4.07(8), which states as follows: "Except for purposes of inquiry, the mayor and Council Members shall deal with the administrative service solely through the City Manager. Neither the Mayor nor any council Member shall give orders to, discipline or threaten any subordinate of the City Manager, either publicly or privately."

Councilmember refused to file a complaint for the incident, preferring it to be handled informally per his "concern" by City Manager and/or Chief of Police.

During his recorded interview, I asked ██████████ about ██████████, and he said, "██████████, coolest name in the policing business...I swear. Uh, ██████████ one I've got to interact with a little bit more mostly because he's handling a lot of our tech side stuff, which gets exposure with me, facilitating Council, viewing it and stuff like that. ██████████ is, is the same as ██████████ when it comes to interaction with the public. And actually, one of the coolest pictures I saw in my first three months was at the, the Christmas event where ██████████ was the, the point of contact on the event. He actually put on a Christmas hat in

his uniform and was taking pictures with little kids, which, to me, that's exactly how he should be acting.”

██████████

During his recorded interview, ██████████ confirmed that he was familiar with ██████████, and I asked the same question, how would he describe ██████████ interactions with the public. He said, “...very similar to, uh, ██████████, very mild-mannered, respectful. Um, he's a very smart individual. Um, he, uh, he understands his role as a ██████████, as a ██████████. Uh, another reason why he was, uh, promoted to ██████████ recently. Um, and does- does a re- remarkable job, um, investigatively and with the training and, um, working with officers, and the community.”

██████████ then provided this account of the events leading up to the 2024 National Night Out:

“...So National Night Out was something that I've always wanted to do. The prior ██████████ never really paid attention to it or paid much attention to it. So as ██████████ here I am trying to sell myself and do- do a lot of, um, things that I've always wanted to do as a ██████████ myself.

And I immediately started working with Rachel Zermeno, who's in charge of, uh, the social media for the- for the City. Say, 'Hey, I wanna start doing a National Night Out.' And she goes, 'That's a great idea. We haven't had one in 10 years.' And so, we started putting together a National Night Out. Well, after we started coordinating the event and picking a date and activities and so forth, I got a call from the City Manager who was Gabriel Gonzalez at the time. And Gabriel had told me, uh, that Gilbert had found out that we were doing a National Night Out and that he wanted to do a National Night Out through the Lions Club. And I'm like, 'Well, we're already doing one.' And he goes, 'Too bad work with him, make it a joint effort.' I said, 'Yes, sir.' 'cause I'm a yes sir guy, you know. Didn't give him any ramifications of anything. I just told him, 'Okay, well I'll work with him.'

So, I ended up working with Gilbert, obviously, he had a complete different flavor of how he wanted to do things and bring in all of his- his Lion Club members, community business owners, you know, the DJ, the- the vendors. And so, he ran with it. And- and we just kind of worked together. I brought in all the law enforcement people from outside and brought in the SWAT and bomb squad. I- I took care of that. And he acted so weird that night. He was bossing me around. Um, I don't necessarily think he was bossing anybody else around that day that I can remember. He was really ordering me around. He goes, I- he goes... Um, we had a Council Meeting about two weeks prior, and the news media was- was there filming a whole different topic. And he goes, the- the news person wanted to Gilbert to talk about National Night Out, because he heard he was involved in it. And he goes, 'The ██████████ needs to do that. The ██████████ needs to do that.' And so, he says, 'Go out there and do it press- do a press release to this news guy.'

And I told Gilbert, I said, 'I already did one. They're waiting for yours to piggyback on.' I said, 'I did mine earlier today out there in the- in the foyer.' And he goes, 'Oh, okay.' Well, he didn't want to be in front of the camera. And so, I already did my press release and gave him all the specifics. I- I plugged the- the Lions Club that we were working jointly with them in coordination. Did all the proper things, you know, that I needed to do. And then when the event came, um, social media, uh, Rachel, um, wanted us to- wanted him to go around and talking about the different vendors that were there and stuff. And he- he looked at me and said, 'You do it.' Like, I'm like, well, this guy's just ordering me around like crazy. I'm like, what's going on here? Like, I don't mind doing it anyway. And I did it. You can watch it on our social media. I walked around and did the vendors. But it's the way he- he told me to do it.

Um, he's a really- really big fan of Jasmeet Baines. He, he worked closely with her. And, um, I had applied for the Fentanyl Task Force grant. And I used a portion of the money for- for e-Bikes. And he really didn't care too much about it until (laughs), until he figured out that they were part of Jasmeet Baines. So, he, like, picked up one of the bikes and he's like- like throwing it around and going, 'This is from Jasmeet Baines. This is from Jasmeet Baines.' I'm like, what's going? I didn't... I never realized this about him. Um, and then shortly after, um, we had one of our officers, uh, pass away recently. And, um, I was gonna go up there and talk in front of the whole crowd, and, which I did, but- and he's like, 'You need to go up there.' And I've already, I'm already gonna go do it. Like- like, I don't know why you, like... He's out of control. He's like- he's like- he's like out of his like- like-like space. Like he's out of his- his realm. He's just acting bizarre.

Um, so he comes over like two or three times and we're all at our booth with our patrol cars and our e-Bikes and all this stuff. And we don't have our lights on because it kills the batteries, right? We don't have our- our, uh, sirens on because it hurts the kids ears.

So, he orders me, 'I want the lights and sirens on now.' He goes, 'I've already told you once I want the lights and sirens on now.' And I explained to him, 'I can't turn the cars on because the fumes are killing the CHP booth that's next to us.' I had them on for a little bit, I'm done with it. He's just beside himself. 'I want them on, I need lights, I need sirens. I need this place to be lit up.' So- so we dealt with that, um."

████████ provided a detailed description of retired Shafter Assistant Chief Burnett's conduct during the 2024 Christmas Parade event, her dissatisfaction with the Shafter Police Department, and her new involvement with the Lion's Club. Please see the transcript for his statement.

The following is the most relevant of ██████████ account of the Christmas Parade:

"She (Burnett) walked across the street a couple times. She tried to open up my car door just screaming and yelling. 'This is a reflection from you [REDACTED]. This is all on you.' The parade route had changed. Gilbert had changed the parade route because the- the football team was playing that night, which messed up the route that we normally take onto Larry. So, he made it just one big circle. Well, the circle never moved (laughs) because there were still floats coming in. Um, she wanted to make it very known that this was the [REDACTED] fault for some reason. I don't know. She made a big scene. And because the parade had started and we weren't moving, and she took it upon herself to make it known that this was the [REDACTED] fault, reflection, that I gave bad advice to Gilbert. I don't know what the- what the story of what it was.

Um, anyway, myself, the mayor, Mayor Pro Tem Olivera got together and said, Hey, look, let's just open up a side street, get some people flowing, get the parade going, and then we'll come back in after we make some laps. So, we came up with that decision and it worked. Um, while waiting for the parade to get going, I get a phone call from Council Member Alvarado, 'Hey, can you have the sergeant meet- meet with Gilbert? Apparently there's some issues going on.' I said, 'Absolutely.' So, I called [REDACTED], who's a new sergeant who was in charge of the Christmas parade. And, um, Gilbert look... I- I don't know what really happened other than they kind of walked off together and apparently was barking some orders about illegal vendors being there, hot dog vendors. And I didn't find this out till a little bit later that [REDACTED] was actually putting up with a bunch of stuff from the City man- from the Council Member, um, in regards to ordering him around and doing some stuff.

And yeah, I don't think it was appropriate, but I also didn't think it was appropriate that we're handcuffing and arresting hot dog vendors, you know, that are dropped off. You know, they're- they're... It's human trafficking at the least. You know what I mean? Like, these people are just trying to sell hot dogs. Little kids are eating hot dogs, like, look, we'll- we'll address the situation. We'll tell them to leave, but they're just walking three or four feet down and then selling it to somebody else as they're leaving.

So, he thought that was very disrespectful."

[REDACTED] then described a meeting that occurred at some point after the parade:

"So, we had the meeting afterwards to coordinate these issues that we had. And everything went great in the meeting. He talked about the hotdog vendors, about the- the balloon vendors, whatever was out there. Um, and then (laughs) when everybody else in that committee left, it was just Gus Olivera, Council Member Gilbert, City Manager and myself, he turns to the City Manager and says, 'He's not your employee.' He goes, 'He's not my employee,' pointing to me the [REDACTED]. He goes, 'but you are my employee.' He goes, 'Can we just make the PD

better? This is our opportunity to really grab the PD and make it a- a better place.' And I'm thinking, where did this just come from?

And he literally just went off about how we didn't interact with any kids. We let vendors make a fool of us by letting them do what they want. Um, [REDACTED] didn't do a good job, which is in the memo that he thought was- was horrible, um, thank God for social media, because immediately after the meeting, we played back videos and tapes. There's pictures of the [REDACTED] kneeling down with little kids and giving them stickers. Um, Council Member Alvarado at that point decided to take it upon himself and say that this PD is nothing but a gang. They're just gang members, right? And he looks at Olivera and says, 'There's more than three of them, right? That makes it a gang, right?'

And I'm just- I'm keeping my mouth shut the whole time. I literally didn't say one word. And it was the hardest, probably, thing in my career not to say anything, because once again, we're at this frivolous stuff before this memo came out. And um, so he starts basically tearing the City Manager a new one, if you will. And just is not pleased with the Police Department at all or any of the stuff that's going on. Um, he starts talking about how they're just gang members. They're grouped up. Um, you know, what we were doing every year at that Christmas party, we always get a Department photo with Santa Claus. That's why we were grouped up at the gazebo if that's what he's talking about."

[REDACTED]

The following is the section of the [REDACTED] memo that relates directly to this allegation:

I spoke with [REDACTED] on the phone and informed him of an act of disrespect he was alleged to have committed by Councilman Alvarado. I told [REDACTED] that Councilman Alvarado believed that he ([REDACTED]) was supposed to always be available to him (Councilman Alvarado) when Councilman Alvarado needed him during the annual Christmas Parade presented by the Lion's Club organization. [REDACTED] told me he was available to Councilman Alvarado by phone and had spoken with him in person and on the cell phone during the event. [REDACTED] told me Councilman Alvarado appeared very upset with the Shaller Police Department because several unauthorized vendors had showed up to the event to sell illuminated ornaments. Later, several more unauthorized food vendors arrived at the park without the proper permits to sell food or merchandise.

During one specific incident, [REDACTED] was called by Councilman Alvarado and asked where he was. [REDACTED] told him he was near the restrooms so Councilman Alvarado told him he would meet him at that location. Councilman Alvarado did not go to the location and meet with [REDACTED], but instead Acting Chief [REDACTED] called [REDACTED] to meet

him at Central Avenue and Calloway Street. [REDACTED] and S [REDACTED] [REDACTED] proceeded to that location.

When they arrived, Councilman Alvarado was present and sounded annoyed when he told [REDACTED] and [REDACTED], "We need to go take a walk." Councilman Alvarado then walked away fast from [REDACTED] and [REDACTED] [REDACTED] and left both behind as he walked to the Mannel side of the park. Upon arrival at that location, Councilman Alvarado identified a woman as, "she" (unknown woman) and said "she" was not allowed to be at the park and that "she" needed to leave. The reason the woman was not to be at the park was due to her attempting to sell merchandise as a peddler and she was not an authorized vendor. [REDACTED] complied with Councilman Alvarado's orders and spoke to the woman in Spanish and explained to her that she needed to leave. [REDACTED] [REDACTED] told me Councilman Alvarado appeared to be trying to give him and [REDACTED] orders to remove the vendors even though Councilman Alvarado is not in [REDACTED] chain of command.

Councilman Alvarado saw another vendor across the park and then started walking toward the other vendor resulting in [REDACTED] telling Councilman Alvarado something to the effect that he (Councilman Alvarado) did not have to lead the officers to a location, they would handle the situation. Councilman Alvarado responded by saying something to the effect of, "There's vendors everywhere, you guys aren't doing anything about it. I've been telling you guys, and they are still here, and you guys are not doing anything."

[REDACTED] is currently an acting sergeant with the department and just like [REDACTED] he is scheduled for a promotional interview for sergeant. The interview is scheduled for Friday, January 24, 2025. [REDACTED] told me he was not made aware of any complaints against him from the event but felt at the time that Councilman Alvarado was attempting to give him orders or directions on how to perform his duties. For the event, I had assigned [REDACTED] [REDACTED] to be the Officer-in-Charge of the event which included supervising the patrons at the park, as well as a bike team and several pairs of officers on foot patrol.

[REDACTED] indicated to me he was concerned Councilman Alvarado was alleging he did not conduct his duties properly during the Christmas Parade in a week which just happened to coincide with the same week he was to interview for the position of sergeant.

During his recorded interview, [REDACTED] confirmed that he was familiar with [REDACTED], and said, "Uh, I met him as a [REDACTED] on the phone once, that's his memory...And, uh, since then I came over here, and I've known him for the entire [REDACTED] years that I've been here. And he's been one of my officers and [REDACTED], until he ultimately was promoted to full-time [REDACTED], recently. So, all [REDACTED] years here, but, uh, limited on previously knowing' him."

I asked about their working relationship, and [REDACTED] said, "Good, good. He's a very, a very squared away young man." When asked about any relationship outside of work, [REDACTED] said, "Yeah, we've, uh, we've had different little events where the, the shift that I had was him, [REDACTED], [REDACTED], and another officer named [REDACTED]. So, that was my shift when I was a sergeant. Uh, so sometimes we would do things on the, on the, uh, uh, on days off or something, whether it's a, when I, not necessarily birthday parties, nothing like that, but, but some, some get together, you know, so-"

[REDACTED] described the concern about [REDACTED] interactions with Alvarado at the 2024 Christmas parade. He began by saying:

"So, these are things that were, have, have been brought up, and hopefully I'm not incorrect on, based off my memory off the memo. Um, so those are two things, uh, that I can recall right now. And then, I can tell you about [REDACTED] if you're ready for that. So [REDACTED] was a more recent episode. So, we're in January 23rd-ish on that. Um, and I'm not sure if my interview was, yes, it was January 23rd, and, uh, on that one we had the Christmas Parade, which was sponsored by the Lions Club. So, a few of the events here are sponsored by the Lions Club, and that one of them is the Christmas Parade. Another one is, um, the Cinco de Mayo.

So, what ends up happening is the police department, uh, ends up providing traffic control and security for the place. So, in this particular in-instance, I had [REDACTED], a new [REDACTED] however, he is very capable. He's, he's, he's actually my best [REDACTED]. The young man's, only [REDACTED] years old. He's my best [REDACTED]. Like, he's, like, you know, but again, him, I mentor him a lot though. And, I say that meaning not 'cause of me.

What I mean is I tell him stuff, he remembers, and he, he keeps it, like, while others don't necessarily, unless they actually live it. Like, you know, like, most of us, you know, we lived and experienced, and you draw from that experience. [REDACTED], I call him [REDACTED]. He pictures the experience, saves the experience, and then he, he doesn't forget. You know, this guy literally does everything. He's a very good young man. So, uh, in that case, he's my OIC, officer in charge. So, he's my [REDACTED] and we have, uh, I can't remember, 12, 13, 15 officers that are, uh, spaced out sporadically throughout, throughout the area.

Um, I just remember something, me and [REDACTED] went to the meeting that Alvarado called that, that included public works and just everybody that was gonna be basically, uh, involved or stakeholders in this actual event. So, we're there, and they're talking about having the event on a Friday or a Thursday, whatever the day the football game is, which I think is Friday night. It, it was varsity. They're wondering if they should, if they ha- if the football game does go, typically the Christmas parade, all the entries come from the, the area of the football field. They

get on a street, they go westbound on this particular street. And, uh, the, the, the park is shaped like a triangle, not a square.”

█ then went into detail about the discussion at the meeting about Alvarado’s plan to change the parade route into a “carousel” around the park because of a high school football game the same night. In summary, █ said that police and City staff were concerned that there was not enough room around the park to accommodate the parade participants and that a traffic jam was likely to occur. He said that those concerns were ignored by Alvarado. Details of the meeting can be found in █ transcript.

█ then said the following about the night of the parade:

“So, uh, the actual, uh, parade kicked off. Um, he was provided with █ phone number. He has █ phone number. He’s communicating with █. He knew who the OIC was. The reason I keep bringing this up, because later █ was accused of not being available for him.

So, this town in particular and coming from the █, which is, you know, obviously the Wild West, uh, in this town, they’re very, uh, very up on codes, and they don’t let street vendors and things like that. So, Councilman Alvarado the night of, uh, there were a lot of complaints from his own folks, the Lions folks. They were like, ‘Hey man, this is BS man, this is crazy,’ ‘cause, ‘cause remember, remember they were staging them in a carousel formation.

So, people are just parked in there, but now they’re waiting. Like, everybody’s just waiting. They’re just waiting and just waiting. So, people are getting frustrated without kicking off this party, if you will. So, but I don’t know anything about Alvarado’s mindset. You know, I’m not trying to, you know, but people are upset. So, at some point, some van or truck pulls up with I think about 15 or 16 hot dog vendors.

I’ve never seen this in town. Illegal unauthorized vendors, period. Just, like, I’m surprised they came over ‘cause this, this town really does not allow anything like that. So █ sent the bike units, which is █ and █, people like that to go direct, you know, you know, and deal with these issues. Our normal policy here is you contact a person, you tell ‘em, ‘Hey, you’re not authorized to be here,’ um, probably get some identification off ‘em. Some of these folks don’t have ID. Take a photo off of them and say, ‘Hey, if you’re caught doing this again, you know, you, you’re subject to one citation, but also to, getting your stuff, um, uh, seized.’

But preferably, we’re trying to do the Peace Officer, not the police officer thing. And I’m trying, you know, again, it’s an event here, people. So, that’s what occurred, and this is where I do know Councilman Alvarado was upset based on what everybody’s telling me, of course, that he was like, ‘Hey, there’s vendors all

over the place. They're not doing anything.' And, and at some point he contacts, uh, ██████ to go over to him, uh, or ██████ says, 'Hey, I'm over here at this spot.' And he's like, 'Okay, I'm gonna go over there with you.' And the next thing you know, I think the Chief calls ██████, and I, I just, I could look at my, my memo.

But, so, then ██████ and the other Sergeant, ██████, they end up coming over to where Alvarado and, um, the Chief are, and there's, and Al-Alvarado was like, 'Hey, like, her, right here. She's not authorized. She's not supposed to, she needs to leave.' So, it kind of falls in the category where now he's trying to direct the officers, um, to do things at, at his, at his, when, when actually, like, and I'm not trying to be, you know, I understand this, his frustration, but we have a chain of command. We don't go with what you say, buddy. Even as I say that, but, you know, we have to go with what's basically been put out on the O- what the OIC have put out. Well, we normally, our SOP is, identify the folks, tell 'em, get outta here. We have logistical issues. We're not gonna arrest all 16. How are we gonna transfer everybody?

We don't have a bus. The, the jail's not gonna take them. So now, we're gonna be over there like a DUI check point off to the side, signing and releasing people. We're not doing that, so let's just do the peace officer version of it, photo, whatever we have to do, nicely tell folks to leave. But Alvarado was, uh, upset with ██████ on that, and, um, so he brings that up again..."

I asked ██████ for his assessment of ██████ performance at the Christmas parade as the OIC, and he said, "Well, uh, 100% fine. His performance, a 100% fine. We could have done a little bit better to have a, this is my fault, we could have done a little bit better to have a contingency plan for this. We were not, and Shafter is funny, it does not typically have these vendors. It was probably 16. They came out of a truck. Um, so, so we could have had a contingency planned.

██████ continued, "And again, same old thing that we talked about, you know, he was in charge. But overall, for the event, I'm responsible to ensure that everything is handled properly, and to troubleshoot, or shoot arrows at it, and no, uh, I'll, I'll sit here right now and tell you, there's no way that you're gonna tell me there was 16 people are gonna pull up in a truck. They pull the carts off."

██████ went on, "Yeah. Yeah, he, yes. Yeah. And, and, and now I didn't see 16, I, but I had heard of 'em. And then they have, you know, it, it appeared they addressed it. We even had an emergency situation, all right, an emergency, somebody was injured. Nothing, not an emergency, but somebody got hurt. ██████ handled it fine, no panic. Here, you know, part of what I want, I want my OICs not to have panic. I want them to hear what the call is."

██████ concluded by saying, "You're the supervisor, figure out what you want. Okay. Again, I get bike one and bike two, get over there to that spot. Can you guys gimme an update? Hey, medical aid is on scene. It's just gonna be if somebody fainted or something

like this, nothing. But instead, it's, like, it's, like, it's almost, like, 'Hey, what's going on? What's going on?' Guys relax, let us handle what we're handling. There's a lot of incidents that the City Council kind of, nosy, but it's okay if you don't like me."

[REDACTED]

On April 30th, 2025, at approximately 4:01 pm, I conducted a recorded interview with a witness in this matter, [REDACTED]. The interview took place in an office at the Shafter City Hall, in the City of Shafter. [REDACTED] was provided with a Peace Officer Witness Admonition, a signed copy of which is attached to this report. A copy of the interview recording and the interview transcript are attached to the report.

I had [REDACTED] confirm the spelling of his name and his position. [REDACTED] told me that he has worked for Shafter for about [REDACTED]. He described his current assignment, as well as his collateral duties. He said that he had previously worked for [REDACTED]. He also said that his current supervisor was [REDACTED].

[REDACTED] confirmed that he was [REDACTED] of the Shafter Police Officers Association. [REDACTED] confirmed that he was familiar with Gilbert Alvarado and when asked how he knew him, he said, "Um, in working for the City, I've met him multiple times as a council member. And then, um, in working through the, the POA, we have interactions with the City Manager and the City Council members a little bit more often, especially for labor negotiations."

When asked to describe his working relationship with Alvarado, [REDACTED] said, "Uh, now, not very good. Um, I never thought I had any issue with him. Uh, always was just kind of cordial and in passing. Don't know him personally."

I asked [REDACTED] if he had any specific issues with Councilman Alvarado, and he replied, "Uh, yes."

I then asked him to tell me, in general, what his experience with Alvarado had been. [REDACTED] said, "Uh, just in general, not the specific incident, um, he's very, uh, authoritative I guess is how I would describe it. Um, very demanding of the police department, um, and of the people he comes into contact with. Um, and always have been fairly disrespectful in how he acts. Um, the specific incident, which we can get into later will kind of describe more of that. But that's generally what I've experienced. He's very, seems like he wants to be our boss. Like he wants to tell us what to do."

I asked, in general, had [REDACTED] had the same experience with other council members, and he said, "...not to the same extent as him. He's definitely a lot more, uh, forward and forceful with it. The other council members are a lot more respectful."

I asked [REDACTED] to tell me about the Christmas Carnival situation, and he said the following:

“Um, so December 6th, we had our Christmas parade or Christmas Carnival. Um, I was the OIC for it, so I put together the, the ops plan and did all the, the staffing for it. Um, leading up to it, I worked with the City, um, through the public works and, uh, through Gilbert as well, 'cause the Lions Club, which he's a part of or helps run to some extent, I'm not really a hundred percent sure, um, is the one that puts on the parade. So, we talked about the parade routes, talked about logistically how it was all gonna work, what our role was supposed to be in it, things like that.

Um, then the day of December 6th, um, we were briefing at the police department. Um, I can't remember exactly what time it was, but we had all the officers there. Um, we weren't supposed to be there until a certain time period, and that was made known to him. Um, he called me, uh, while we were, I believe, finishing up briefing and we were trying to get everybody over there. And he said that there was a lot of street vendors, um, that were unauthorized. Um, and, you know, wanted us to, to go contact them. Um, which is normal. That's a pretty consistent thing for our parades. A lot of street vendors show up and the City's pretty strict on you have to have a business license, you have to be approved.

Um, so I told him, "Okay, we're trying to get everybody out there and get over there. Um, we still have to get everybody in place to block off all the roads." We went out there, it was me, um, [REDACTED] was my partner. Um, he worked both rovers. And then I had [REDACTED] and [REDACTED], also has rovers on foot. Um, and then I had [REDACTED] on bike patrol and [REDACTED] on bike patrol. Um, everybody else was assigned to a street closure. So those were the only people that were roaming until the parade was over.

Um, once I got there, we started contacting people. Um, I talked to a couple of vendors, told 'em, "Hey, you guys aren't supposed to be here. Not a big deal. Just, you know, leave. If you guys stay, you could get a citation," whatever. Um, there was a ton. There was a lot, a lot more than we expected. (laughs) Um, they started showing up in, in vans and so we were trying to do what we could. I don't speak Spanish, so I was trying to have [REDACTED] help me, 'cause he speaks Spanish. Um, we got most of them to leave that we thought. Um, he called me a couple more times telling me there was vendors in X, Y, Z place.”

I asked, “he, meaning the Council member,” and [REDACTED] replied, “Uh, Gilbert Alvarado.” [REDACTED] then continued:

“Um, so I was ready to, um, [REDACTED] and [REDACTED] and the two, two bike patrol officers to have them go contact people, 'cause realistically, I'm not supposed to be the one that's going and handling everything. So, I was trying to delegate. Um, eventually, he called me, Gilbert Alvarado, uh, and said, "Hey, where are you at?" Told him I was over by the, the bathrooms at Mannel Park, it's like a big triangle shaped park. On the far side of it, there's a bathroom. He said, "Okay, I'm gonna meet you there." I said, "Okay." Me and [REDACTED] walk over there, stood there for a little bit. And then I got a call from Chief Milligan, um, who

was in the parade. Um, like staging, waiting to go. He said, "Hey, can you meet me over by where I'm staged at?" I was like, "Sure."

Um, so me and [REDACTED] walk over there. Um, Chief tells me, don't remember exactly what, but basically something along the lines of, um, Gilbert Alvarado had asked him to call us over there. Um, so we stood by for a little bit and then Gilbert walks up to me and [REDACTED] and goes, "We need to take a walk." And then turns around and walks off. I was like, okay. A little weird. Um, me and [REDACTED] go walk behind him. He's kind of walking fast. He walks over to this lady that has some light up toys and stuff sitting right there. Me and [REDACTED] walk up. Um, he goes, "She's not allowed to be here. Um, I think she doesn't have a vending license," or whatever it's called. "Um, you guys need to tell her to leave." I was like, "Okay."

Um, [REDACTED] talked to her. She spoke Spanish. Um, he's, me and him were right here. Lady was in front of us. Gilbert was standing kind of over to our right-hand side-ish. Um, we got her to leave. She went and walked off. Uh, and then he turns, and he says, "There's another vendor over here," and goes and starts walking off towards them. So, I told, "Hey sir, uh, we don't, we don't have to have you go with us to every vendor. I understand there's a lot, but we'll go, we'll go take care of it. It's fine." And he said, "Well, I keep calling you and there's vendors and you guys aren't doing anything." And I was like, "Well, we're, we're trying to get 'em out. I know there's a lot of 'em. Um, we'll go contact them." Okay. Uh, so we did. We went and contacted them and there was a million more."

[REDACTED] concluded by saying:

"Eventually, we got it handled. Um, ultimately our goal isn't to go cite every vendor we go in contact with. It's never been our goal. It's kind of infeasible with the amount of officers that we have. Um, he called me I think a couple more times throughout the night. Same thing of, "Hey, there's vendors here. You guys need to do something about it." Um, and that was mostly until the night was over. And thought everything was fine, thought everything was okay. Um, and then I was notified through my [REDACTED] that he was, uh, initially wanting to file a complaint against me saying that I had acted unprofessional that night. Um, and that's when this whole process started."

I asked [REDACTED] if, during his conversation with the [REDACTED], was he specific about what Alvarado believed was unprofessional, and he said, "...I don't a hundred percent remember 'cause it was a little while ago. But basically, my demeanor and how I talked to him was supposedly unprofessional. And basically, that we weren't, uh, fulfilling our duties in some capacity. And me as the supervisor of the event, I messed that up."

I asked [REDACTED] if the event had gone smoothly, and he said, "I thought it went smoothly. There was a couple, uh, hiccups that we had warned them about previously 'cause they changed the parade route, and we told it was a bad idea, and it turns out it was a bad

idea. Um, but other than that, I think it went fine. There was no issue. We got all the vendors to leave eventually, but I thought it was a, a good Christmas parade. That was the first time I'd ever supervised the Christmas parade. I thought it went smooth."

I asked if Alvarado ever ultimately made a written complaint, and ██████ said, "Not to my knowledge. Um, from what my ██████ told me, he had told the Chief to have the Chief handle it in whatever way he saw fit." He also said that he was not aware of any formal "POBAR type" of investigation into this.

I asked if he felt that he'd ever been disrespectful to Alvarado in public, and ██████ said, "No. I, I make it a point to be very nice to the council members, especially since I'm on the board. Um, they're the ones that say yes or no to our decisions and to our contracts. Um, we try to keep a good relationship with them. It's gonna be detrimental to our officers if we screw that up. So, you know, I can't think of a negative interaction that I've had with him from my point of view, um, with me being disrespectful. Um, he's, I feel, been disrespectful, but I, I let that, let that go. I just figured that was how he was, wasn't trying to be offended by it. Even with the Christmas parade stuff, I thought he was disrespectful, but I just said, 'Okay, whatever. That's, that's how it is.' Um, wasn't an issue until it was brought up to me and it became an issue."

I asked ██████ if, during the Christmas Parade and Christmas Carnival, he ever raised his voice to the Councilman, and he said, "No. Uh, just how we're talking right, but little, a little bit louder. It's loud out there, but, um, always, you know, addressed him as sir or council member or, I've always very specifically, been respectful to the council members always."

██████ confirmed that they ultimately dealt with the situation that Alvarado was complaining about, the multiple vendors. He also confirmed that there was a plan for dealing with that issue, once the parade itself was over, the bike officers and other officers would make those contacts and get them out. He said, "Yes. There was a lot more vendors than we had officers and I felt that we dealt with it to the, the best that we could. I wasn't trying to have any of them tied up with sighting 16 people for trying to sell a light-up balloon. Just wanted 'em to leave. That was it. And ultimately, our goal was accomplished. Just took a little while."

I asked if ██████ was aware of any notes or emails or any other documents that would be helpful, and he said, "Um, I have the operations plan for the night if that would help you in some way, but other than that, I don't have any." ██████ then emailed the operations plan to me.

I asked ██████ how he thought this could be resolved, and he said, "Just from the experience that I've had and the other people I've talked to have had, and I know there's other stuff that I can't specify just 'cause I don't, I don't know any details of it, but I know other people have not had great experiences with him. Um, I don't feel he's a good representation of our City as a council member. Um, I don't honestly think he should be a council member with the way that he's acted."

████████ continued, "Um, one thing I've kind of forgot to mention, he is part of the Lions Club. The Lions Club has a lot of people in it that I have personally arrested. Um, and he is either friends or acquaintances with a very large amount of gang members. I have put pretty good number of those people in jail or in prison or their family members in jail or in prison. Um, not that that's necessarily specifically the problem, but it definitely makes me feel weird, um, knowing that he's one of our council members. Um, 'cause I know for a fact those people don't like me."

████████ concluded, "Um, a lot of them are still in prison. A lot of their family members are still in prison and will be for, you know, 10 or 15 plus years. Um, so that's concerning to a degree, especially since he's City official. I'm sure he has access to things that the public doesn't have access to. Um, I don't like that."

I asked ██████████ if he had any other ideas, and he said, "If he can just leave me alone and if we see each other in passing and it's cordial and it's a hi, bye, I'm okay with that. At the end of the day, before any of this ever happened and when it started happening, all I wanted was just to be left alone. I just wanna be able to do my job. That's it. Um, I didn't think I did anything to cause an issue, but apparently to him, I did. And I just want to work and supervise my people. That's it."

████████████████████

During his recorded interview, ██████████ confirmed that he was familiar with ██████████ ██████████ through work. When asked about their working relationship, with ██████████ as his direct supervisor, he said, "Very professional. Um, I think it's very good. Like, if I have an issue with something, I always go to him. Uh, very knowledgeable and I feel like he- if I- if I don't know something, I definitely go to him, and he guides me in the right direction." He said that he had no relationship with ██████████ outside of work.

I asked ██████████ if he was aware of any similar issues between Alvarado and any other specific Shafter PD personnel, and he said, "Um, well, since all this has gone down, obviously I've talked to, uh, ██████████ and ██████████. They've just mentioned their- what, like, what's happened to them. And I know ██████████, something to do with, like, the Christmas parade, I believe..."

████████████████████

During his recorded interview, ██████████ confirmed that he was familiar with ██████████ ██████████ from their prior employment at ██████████ and from working with him at Shafter. When asked to describe his working relationship with ██████████, he said, "Um, great. We had a great working relationship, especially when we were all on a shift together. Uh, ██████████ and I have worked together for, I want to say the majority of my time being here. I mean, maybe there was a couple shifts here and there or rotations where we weren't together, but where we've been partners. He's been my ██████████ when I was a slick sleeve officer. Then when I became a ██████████, he was my ██████████"

When asked about their relationship outside of work, [REDACTED] said, "Oh, we're, uh, great friends. Our families know each other. What I mean, families like my fiancé, my kids know his, uh, wife...We hang out, do things together."

I asked [REDACTED] if he was aware of any similar issues between Alvarado and any other specific Shafter PD personnel, and he said, "Um, I do recall the night of the event for the Christmas parade. Um, he was, myself was on the bike, e-bike. He kept flagging us down again, um, telling us... He was getting very upset about street vendors, which in the law enforcement setting of a parade and trying to get vendors away from the area, we understand, but it's very hard when there's a lot of them to try and get them while the parade is actively going on to exit, leave. So, he kept trying. It was almost like the guy was thinking like we were his personal police for the parade and trying to tell us to get vendors out and things of that nature when we were there for the public. And I get vendors are a municipal code violation, it's understandable, but we were there trying to do our best with as many as were out there and how many officers we had versus how much of the public was out there."

I asked [REDACTED] if, other than [REDACTED] and [REDACTED], there was anybody else he thought I should talk to about this, and he said, "...I know [REDACTED], um, was present during the National Night Out. Um, but it's been mainly us three with the, I mean [REDACTED] has shared with me what he's been through with him. [REDACTED] has shared with me what he's been through with, uh, Alvarado, uh, like that night with the street vendors at the parade...

... [REDACTED] was the officer in charge of that parade or command post for the parade. So, he was dealing with that too. And I'll be honest with you sir, this whole thing has been really stressful, um, because as you know, it's for law enforcement in general, it's stressful the way law enforcement is. It's a stressful job with things that we... because every day we work is someone's worst day that we have to deal with within that hour, and we work 12 hours. So, we go to calls and calls all day that are that person's worst day and we've gotta help them do it, get through it and do the best we can. And having to do what we do, and I do think that we do, do a lot of good things here, especially with me being in several units for the City, [REDACTED] events that we've done a lot for the City, represented the City during the Peace Officer Down. Sorry not the Peace Officer Down Award, the 999 Foundation."

Gilbert Alvarado

During his recorded interview, Alvarado confirmed that he was familiar with [REDACTED], and said, "Yes. Yes, I am. Yes. Um, him, well, [REDACTED], he, uh, if I'm mistaken, he was, he was with our canine officer. And that's how I got, that's how I know more about him. He was a canine. And, and then, um, well we got rid of that program, the canine or dog. I think the dog got hurt or got sick or something. I forgot something that... Anyways, we don't have a canine program no more. Um, and that's pretty much it. The only encounter that I had with the..."

Alvarado continued, "Well, then I know, 'cause he's, he's made presentations to Council that he's now in charge of the [REDACTED], the [REDACTED] program. Um, the other encounters that,

okay, this one here, let me get some context. Um, I do, I'm I've been involved, you know, um, in order for you to understand, I've been involved in the community for many, many years. And that wasn't something I just, one time or in the last four years, I got involved. I'm, you know, I'm trying to make my, uh, make a name for myself or something like that. It's not that. I've been involved in the community since my, my, my... for like 20 years or so."

Alvarado then provided the following account of the December 2024 Christmas parade:

"Now, this is something that we did in Mannel Park. And again, now this is a small town, right? So, we had between, again, going based on the data of, of the City, I think it was some 8000, 7000 to 9,000 people. So, I mean, this, again, numbers are just, you know, off the chart here. We don't have these kind... I mean, these are just things that are just, you know, overwhelming, not expecting. Um, so this all happened at Mannel Park. If you've ever driven down Mannel by the Mannel Park, it's a small park by the high school. It's a, it's tiny. You could see every corner you stand in one corner, you can see the whole park, and you can see every corner. And just imagine 8,000 people in there.

...Yes. Yeah. And you can stand at any corner. You'll see all four corners, all the old corners. That's how small it is. So just imagine 9,000 people. And we had entries. I mean, we had the parade line, the whole parade got gridlocked. The Chief was the first one. Again, thanks to the Chief thinking outside the box, he, he broke away from the parade route and created his own parade route just to create relief and come back. So, this was, again, not planned. It was not expected. It just caught us off guard, right?

...Um, again, [REDACTED] was the officer, my contact person. And, and one of the challenges, uh, we were having, and I was asking is, uh, food vendors that were not part of the, the, the, um, um, the program, right? They want, they didn't get permission. They don't have, uh, permission from the City or for the Lions to participate in selling. These are folks that are on the side of the road with hot dogs, and, and people selling balloons. You know? So, I would, I would, I would say, uh, you know, I would tell them, 'Hey, I got these people out here selling. They gotta stop.'

So, and they, you know, my, my... what was happening too was my things weren't getting, they, they, they weren't stopping. So, hey, we're gonna stop the illegal vending. Now, my million-dollar question is, if, if you went, uh, uh, Jeff and you bought a hot dog from that vendor, you got sick. Am I responsible now? You know what I mean? Is the Lions club responsible?

That's my, that's my... I have logic. They're not, I don't know where they're from, I don't... They don't got my permission. They don't have City permission. They don't have City, uh, uh, selling permit. They don't have anything, no health department, nothing. And throughout the whole night, they were still selling. And

of course, not only that is my, my concern at that time. I have good luck. Had people call and say, 'Hey, we're...' You know, I, unfortunately, I had to be the chair on this one. I, I picked the wrong day to be the chair, right? I, I didn't even say my chest was getting tight. Seriously, this is, I'm not, this is the truth before God, my, my chest was getting tight.

Yeah. Yeah. It was just too much going, it was just too much going on. It was just, it was just, you know. And then these food vendors and these people were selling, the officers did approach them. Yes, they did. I don't know what they told them, because as soon as they left the officers, they went around the 10 feet and they're selling again. I don't know what, I don't know what, you know, again, I don't know what happened. I, I just kept on, I even asked the Chief, 'Chief, you know, these guys are still selling and what?' I go, well, they refer them back to [REDACTED] and take them, show them where, who, where they were at.

And well, got through the night. And those folks, you know, over there still, I dunno what happened to them. I, you know, like you say, you have, have bigger problems, you know. So, but at the end, after everything was said and done, I talked to a lot of people that came out. They loved it, but the only, if they knew it was going on behind the scenes."

Alvarado concluded by saying, "So, and that was my only, the only time I really had a, a, you know, uh, encounter or worked with [REDACTED]."

Allegation #6:

The factual findings for Allegations #1, #2, #3, #4, and #5, are also relevant to Allegation #6.

Was the timing and/or content of the alleged assertions related to the employees' status as Shafter Police Officers Association board members, to the employees' participation in Department promotional processes at that time, to a close personal friend of Councilman Alvarado who was also participating in the same Department promotional processes, or was there some other motivation for the timing and/or content of the alleged assertions?

[REDACTED]

During his recorded interview, I asked [REDACTED] what he thought Alvarado's purpose was for making the comments, and he said the following:

"I don't know, and that's the problem. I will tell you, I was incredibly confused to have an elected official pushing this, this heavily to discipline, um, subordinate staff. I- d- I'm not entirely sure. I've heard that it's potentially... Like, I know the guys

were more concerned that it was going to affect promotions, and that it was weirdly coming up all at the same time. That may have been part of it.

I do think that it may have also some part of it too, is, um, I know I operate quite a bit differently than the former [REDACTED]. I have to follow the rules, unfortunately, but, um, and I think that was a bit of a shock, too. I think he may have felt or been under the impression that he was losing some of his authority and power, and that this was a way to potentially reassert it.

Um, plus, uh, two of the interactions specifically, Gilbert was concerned that officers were making him look bad. And that was the Team Challenge One, and then the call downtown where [REDACTED] responded. Uh, he felt that, you know, officers are making him really look bad and they, you know, they... It's not on them, it's very disrespectful. So, kind of an interesting culmination.

I don't know his motivation. I gotta be honest, I, I, I'm, I don't have enough history to even guess at it at this point. Uh, I mean, you have a... A- and I've heard in the past the allegations about the racial portion being a big thing for him. But frankly, you got [REDACTED], you got [REDACTED], and then [REDACTED] as the only [REDACTED] officers, so I'm not sure what the actual motivation is, uh, I gotta be honest."

I asked [REDACTED] if there was any indication that he had seen that it was related to them being on the POA board, and he said, "It could have been. I mean, I, it's a little strange that he went after the three POA, uh, SPOA officers. So, I don't think I've ever had that happen. And it's a big enough department where I think there's 39 sworn officers that it shouldn't, they shouldn't have been, uh... It's a little past coincidence to me, to be honest."

I asked if anybody had brought up to him that, apparently, the Councilman has a friend or an acquaintance, growing up together with one particular officer, who was also in the testing process, and [REDACTED] said, "And that came up as well. Um, and I know the officer in question was somebody who was communicating quite regularly with Gilbert at the time. Uh, I know the Chief stepped in so that, and asked him to cease that kind of communication so we could have a clean recruitment process. Uh, but I know before that there, a- and this is just what I'm told, but, um, there was quite a bit of communication from this officer going up."

[REDACTED]

During his recorded interview, [REDACTED] said the following about Alvarado and retired Shafter Assistant Chief Diana Burnett:

"...I honestly think that- that what changed was, and like I said, I really haven't had a problem with the guy too much except for the- since I [REDACTED] in that area. I believe Burnett really wanted to be the Chief. She embedded herself with the Lions Club. He was trying to help her- help her get that position, making her known. She hasn't been to anything since I [REDACTED]. She completely stopped going to everything.

Um, so I think he was trying to help her. Um, we have promotions going on, sergeant promotions, senior promotions going on. Now my guys are thinking that he's trying to sabotage them. Burnett is not a big secret. She hates our [REDACTED]. She hates anybody from the county. Um, she doesn't like [REDACTED]. She doesn't like [REDACTED]. She doesn't like [REDACTED]. Like she calls them like [REDACTED]. They're his clique.

Look, this Department is functioning at a high level based off of all those individuals that I just named. They're- they're the ones that- that are making the Department great. When Burnett left, we were so minimally staffed because we lost people to Wasco. We lost people to other agencies. We literally, the morale was so bad, the pay was bad. Like we were losing people. I had two patrol officers, not counting sergeants or seniors, just two patrol officers. I'm allotted 25. I have 16 now that I've brought in. And I- I honestly think that's just- that's just what happened. And when she didn't get the Chief position, she just literally lost her- lost her mind."

I asked [REDACTED] if he thought that the timing of Alvarado's comments had anything to do with the promotional process, and he said, "...it is just my- my opinion, it obviously didn't have anything to do with the Chief process because it already had happened. But I think it had- there was some sabotaging going on with, and I hate to bring Burnett because she's retired, but like I think she's involved. Like this- this woman hated the Lions Club and the gang members that are associated with it, and then now she's the grand marshal of Cinco de Mayo, and then she's working all their events. She was at National Night Out working the Lions Club event. Why didn't she come over with us and work the PD's event? She decided to work with the Lions Club and not the PD, but she wants to be the Chief. So, I think-

I said, "and coincidentally, you said she doesn't like any of these three officers." [REDACTED] then said the following:

"She can't stand any of them, like, at all. Me and Burnett always have had a- a good relationship, um, but when I got in her way with the [REDACTED] position, I think she's beside herself that she didn't think I was capable of doing this position. Um, but these accusations, when you read them, I mean, like he's... I have the- the CAD report. I'm not sure if you have the CAD report where he actually calls in and wants a sergeant because it's like me talking to an officer is like talking to a child. What do you mean? Like this is [REDACTED], nine years' experience with a trainee trying to handle your call for service, and you demanding to speak with a sergeant.

So, then I started looking into it more. I actually pulled the audio log of him calling and asking my dispatcher, look, the dispatcher's like, 'The sergeant is not available.' 'Well, who is available?' 'Well, the senior officer is not available either.' 'Well, I need to speak with a sergeant.' I'm just like, stop. Like, um, apparently he had showed up at a couple car stops too where his daughter was pulled over and he- he had pushed his chest out because he was a Council Member. But I don't

know where that ever went out. I never found out which officer it was or anything like that. I think that was through the SPOA, um.

So yes, I do think that this was, um, this was a- a ploy to not... Look all these people were on the promotional list. Um, [REDACTED], great officer, great kid. Um, he worked for [REDACTED] for a little while, but he's- he's on the sergeant list too. Um, but this is- this is somebody that [REDACTED] grew up next to when he lived in the community. And like [REDACTED] would- would confide in, to me, that Gilbert would call him and say, 'Hey, how's the'... Out of the blue, he like, he wished him like happy New Year's. And he goes, 'Hey, how's that sergeant test coming along?' So, these guys found out about this. They found out that [REDACTED] was talking to Gilbert, who's- who's now portrayed as an enemy, by the way, because of all these things going on.

So, they're thinking, well, maybe he's trying to sabotage the sergeant's list so [REDACTED] can get promoted before them. And I would hate to feel that way because [REDACTED] has no, like, mean bone in his body. Like this is something that the Council Member would do. But why are you asking him how the Sergeant list is going along, you know? And then now you're- now you're turning in, just so happens two of the people that are testing with [REDACTED], [REDACTED] and [REDACTED]. So yeah, I think there was some sabotaging going on not to get them promoted. Um, and then he's calling them a gang. Like- like these people are the ones helping me build this Department up, you know. So yeah, unfortunately, I- I really do think there was some- some back motive for it, so."

I asked [REDACTED] if he thought that their positions on the POA board came into play, and he said, "I think- I think it comes into play to the fact that- that they don't like the fact that the people that they don't like are embedded into the PD on the board through promotional, through all those- those assignments."

I asked [REDACTED] if there was anything else he thought that I should know about relevant to the investigation, and he said, "No. I think that's pretty much it. I mean, I can't think of... I'm sure there's little stuff here and there, I'll remember, but for the most part, this is the- the majority basis of all this, I guess. And to be honest with you, I don't even think we would be here right now if it wasn't for- for that memo right there. Even the Christmas meeting that we had, it was kind of like, whatever. You know what I mean? But when he went to see the manager later about wanting me to speak with my people about this to keep pushing and pushing, I think that's why we're here. Because the SPO is- is just like, look, we're- we're being attacked. You know what I mean? And..."

[REDACTED]

During his recorded interview statements regarding the gang unit, [REDACTED] said, "So, from what I've been told from the [REDACTED], this person (Alvarado) has characterized me as, uh, you know, he, he, he, he literally, I- like, he calls my troops and myself gang members...And it's, it's, uh, I'm not offended. This guy, this guy don't offend me, but what

I mean is you're making statements like that and you're a Councilman. Where are you getting your information that we're gang members? Sometimes I think, well, maybe somebody told him that I have my own gang unit, meaning he takes it wrong that I have, like, people in my group are a gang. I, I, I, I'm trying to help, I'm trying to help the guy here is what I'm saying. He doesn't understand. He has, a lot of 'em don't really understand some of the concepts, but I'm not a gang member. My crew are not, they, they're in the gang unit because they, I'd send 'em to courses, I teach 'em stuff."

██████████ also said, "So, when he (Alvarado) was making a comment that he's got a gang, ██████████ gang, again, never told me in person, nothing have they, have they ever said to me directly. And, you know, I'm a polite guy, but I also won't be attacked. You know, like, like, so, um, so that's the main thing with Alvarado. So, it's, like, I believe if, if ██████████, and ██████████ for sure, he believes are in my gang, uh, ██████████ is in their gang. And the people around me that I have, like, a clique, and I understand the concern, but I'll just remind you, sir, when I got here, they were not doing search warrants. They did not know what a Ramey Warrant was."

██████████ also said, "I told them (████████████████████) what his concerns were and then when they said, 'Wait, what, what,' you know, meaning very suspicious. And, and then of course, uh, big picture. Thursday after the, the Tuesday of, of Chief Milligan being spoken to by Alvarado voicing his opinion of officers that are either gonna be promoted to sergeant, while having what appears to be a good acquaintance with ██████████, or one that's gonna be promoted to senior making derogatory term, derogatory statements about them. So, we could sit here and go, 'Well, you know, strong chief won't listen to 'em.' Well, he didn't listen to 'em, but a weak one would, a weak one that's on probation, or one that just got hired. So, you get what I'm saying sir?"

The following exchange then took place:

Jeff Kermode: So bottom line, you believe that it was related to the promotional process-

██████████: Yes.

Jeff Kermode: ... a way to sabotage that?

██████████: Yes.

Jeff Kermode: Okay.

██████████: Yes.

Jeff Kermode: Okay. Uh-

██████████: *Because of the timing, sir. The timing, close proximity, complaints of their leadership ability, or just their s- uh, their quality of work.*

I asked if he thought it had anything to do with the fact that all three are on the POA board, was there any reason to believe that, and ██████ said, "...I don't have... This POA board and the, and the City are very, very, um, very cordial to each other. No, it's not anything like I've witnessed. And you've witnessed, I'm sure, um, POAs being, you know, you know, adversarial. No, this, this, this City Council takes care of their police department."

████████████████████

During his recorded interview, ██████ said, "Um, well, since all this has gone down, obviously I've talked to, uh, ██████ and ██████. They've just mentioned their- what, like, what's happened to them. And I know ██████, something to do with, like, the Christmas parade, I believe. And, uh, ██████ was, like, years ago, something to do with a stop at- years ago. Like, I- that makes no sense why he's bringing it up now. That's what makes me think that he's- he was trying to- there was an agenda to all this. Like, especially with ██████. I- What I was under the impression that ██████ incident happened years ago. Maybe year or two, three years ago. And he brings it up right before the interviews, it's like I feel like he was trying to sabotage this for whoever he is friends with here that wanted the- one of those in the hiring process that he wanted them to have a leg up."

████████ continued, "That's how I took it. And I don't know if that's correct or that's just me just thinking outside the box, but that's how I took it personally, is he's trying to sabotage this and tarnish me. That way, the person he wants to get promoted will go because of all these allegations."

I asked him if he had any idea who that person might have been, and ██████ said, "So, I- I don't know for sure because I'm good friends with the person I think, um, ██████, but I've been told by a lot of people at this department that him and City Councilman are really close. Like, they're really, really close. And s- uh, ██████, who's born and raised from Shafter. And so, I don't know if that's true. And I- I've- I've worked with- I started my career off with s- uh, ██████ at ██████, so I have a good relationship with him. So, I- I want to- I want to believe it's not true, but it's not something I'm going to go and talk to him about because I don't have enough to bring it up. But that's just what I've been told, is that they're really close and then all of a sudden all of us are going, you know, for sergeant or senior and then this gets brought up in the same week. And I was like, 'Well, this is- this is starting to line up like this is weird.'"

I asked ██████ if there was anything I didn't ask him about that he thought I should, and he said, "No, we covered the three incidents and my perspective on them. And I, uh, the two incidents are bullshit. The Walmart one, the- the Christmas one. And then the only actual face-to-face we had was that 602 call. And even then, I didn't treat him disrespectfully. I wasn't- I just shut down and then I was like, 'Who the hell was this?' Or I was like, 'Who's that guy talking to like that?' He's like, 'Well that's Councilman Alvarado.' I was like, 'Okay.' I was like, 'I'm glad I didn't say anything to him because that was very

rude what he did.' And he's like, 'Yeah.' And that was the end of it. So no, I think we covered everything.”

██████████

During his recorded interview, I asked ██████, “So, three years later, you're told about this and that he thinks you were disrespectful, how did that make you feel?” ██████ said, “Honestly, sir, it bothered me because that was around the time I was taking the sergeant's test and the promotional process. So, it was like, honestly, I felt like the guy was... For someone to bring something up like that now was really bothersome. So, it's like I didn't know if he'd seen something that he didn't like or how I... like as far as me promoting or something. I don't know. It was foreign to me that someone would do something who was with the City Council three years later for something that they didn't witness. And it happened to be during the time period that we were getting, um, selected or however you would say it in the process for testing for promotional purposes.”

█████ continued, “So, it started to bother me like, is this person trying to do this to hinder me from being promoted in the event that he thinks he can hinder that by making some type of complaint? But I had to really think a long time about what he was referring to because that was one of not many interactions I've had with him with calls for service. The other time he called about some dead cats in an alleyway, and I talked to him and that conversation was fine.”

I asked ██████ how the promotional process had gone for him, and he said, “Um, it went good. Um, I'm currently on the list to promote, um, so I'm number three, I think, to promote. So, we'll see how that plays out. Um, hopefully, for the best.”

I told ██████ that there was some speculation by others that the Councilman had a favorite in the promotional process, and he said, “Um, I mean I've, as far as like who might promote, I know one of the persons on the list that I heard of being a friend of Alvarado was on the list. Um, he's currently in the ██████████ spot right now, but he, I believe he's still on the list too, to promote.” I asked if the alleged friend had come out at the top of the list or anything like that, and he replied, “No.”

██████████

During his recorded interview, I told ██████████ that it appeared that he had expressed a concern to the ██████████ that Councilman Alvarado's issues with him may have been related to the then ongoing promotional process in some way, and he said, “It seemed weird at the time to me 'cause, um, the three of us, me, ██████████ and ██████████ were all in the promotional process at the time. We're all, um, members of the union board too. And it was odd that it was specifically all three of us for different incidents. None of us were related. Um, so it kind of worried me at the time. It seemed like he was trying to maybe make that not happen. I don't know if that's the case or not, it's just looking at it from the outside.”

██████████ confirmed that he brought that up with the ██████████.

██████ confirmed that ██████████ was the one that apparently is an acquaintance or friendly with the councilman. I asked if he had also been in the promotional process at the same time, and he said, "Yeah, he was, uh, testing for Sergeant at the time too." I asked if ████████ got promoted, and ████████ said, "Uh, he's a ████████ right now. He's on the sergeant list, so he's, uh, fourth I think, fifth on the sergeant list."

I asked ████████ if he had any idea how close the relationship was between the two of them, and he said, "I don't know how close they are. I just know that he knows him in some personal capacity. Um, ████████ showed up to the Christmas parade for a little bit and I know he was talking to him for a little while. Um, I don't know how, how deep it goes, but I do know they know each other... ████████ lived here most of his life too, so has his family."

I asked ████████ why he thought the Councilman made these comments or expressed these concerns about the parade not being handled properly, and he said, "I get the feeling he doesn't like me for some reason, and I'm not a hundred percent sure why that is. Um, we've had, not necessarily council members but people close to council members, I guess, that, um, had issues with how things went in the department. And I don't know if it's because of those things or if it's his interactions with me that he doesn't like me. Um, I've always tried to be cordial with him, and I don't wanna be friends with him. I don't wanna be friends with any of the council members. Realistically, I don't. You know, I'm just trying to be professional. Um, but I've always got the kind of opinion that he doesn't like me for some reason, and I don't know why that is."

██████ continued, "Um, I've pretty much worked at night the entire time I've been here other than a couple of times. And then when I was in ██████████, um, I've had interactions with them. I thought they've always been pleasant. Um, I always try to be nice to everybody no matter what, especially the council members, the people that pay us ultimately. Um, I, I really don't know. I don't know why he doesn't like me and us by extension."

I asked ████████ whether any of the contract negotiation sessions had gotten heated, and he said, "...we don't interact directly with the council during the negotiations...We negotiate with the City Manager. The City Manager presents it to the Council, and they say yay or nay to whatever the item is. Um, we've gotten 'heated' quote-unquote, I guess if you'd call it that, with our old city manager. Um, I've gone through a lot of negotiations with him. It's always respectful, but we were trying to get what we wanted. He was trying to get what he wanted. Um, but there was never any issue other than they denied a lot of stuff at one point. And we had a lot of officers leave and we told them, 'Hey, a lot of officers have left, and we have another seven or eight that are looking at leaving right now in the application process.' And they didn't believe us. And then they got notified that they were leaving and all of a sudden, things changed, and they wanted to negotiate with us. Um, that was the only time it ever really was bad, but it was always professional. It wasn't personal."

████████ confirmed that, even with labor negotiations, nothing happened between the two of them that would've caused some kind of a rift, and said, "No. With the labor negotiations, it's never directly between them. It's, it's always through the City Manager."

I told ██████████ that he had obviously been promoted and asked if he thought Alvarado's comments had any impact on the process, and he said, "Uh, not on the... Like the logistics of the process, um, I feel that the department supports me. Um, I haven't gotten the feeling that I'm in trouble necessarily. Um, if I did, I probably would ask for representation."

████████ continued, "...but it definitely was stressful, um, you know, being notified that there's a council member that wants to complain on you while you're also trying to focus on doing all that and also working as an acting ██████████ all at the same time, it was, to be honest, it was a little bit stressful."

Gilbert Alvarado

During his recorded interview, I asked Alvarado about ██████████, and he said, "████████ is, I know ██████████. Yes. Yes...I, I don't know him as not... I mean, I was his basketball coach when he was a kid. Him and my... daughter grew up together, but I don't have... I've never been, um, like assigned or, or nothing like that. I always see him, but that was it."

I asked if he spent time with ██████████ outside of work, and Alvarado said, "No. No."

I asked Alvarado if he remembered saying something like, you don't want to get anybody fired, that you're just looking for officers to be more respectful or maybe receive some additional training, and he said, "I did. It was just a suggestion. Right? Um, and I, and again, being honest... I mean, again, everything is honest, but it's just, um, there was a batch of officers that we no longer have, and a lot of them already went to Wasco. But, um, I guess the, the older generation of officers, they, they just had better people skills. Maybe lack of a better word. I don't know if it... You know, they, they, they'll come up, 'Hey, sir, how you doing, sir?' You know, just, you know, approachable, you know, vice versa. You know, they were, you know, they were...And, and, and this new generation officers, man, they just, they're not, they're not... I guess we get spoiled of how we, you know, was of a customizable way, right, of an officer. Things change and we didn't... we're just not used to the change. And I guess that's, that's how it is now I... But again I...it doesn't have to be that way. It could be, hey, you know what, make some connection. That's just my thoughts."

I told Alvarado that one of the biggest questions I had was why did this all come up at that time, and he said, "You know, I think it has to... I, I don't know. In, um, in sequence, right? With the one officer from, from uh, ██████████, ██████████ ...████████. Um, it was just different, different things. Like, for example, the Veterans hall, at the Turkey giveaway, um. It's just little things you don't catch 'cause you're not thinking that way. Right? But then you start... to note, hey, there's a, there's a trend here, right? And, and I said, well, um, then, you know, so I brought it to the City Manager, say, 'Hey, now, I'm...' Well, I'll wait."

Alvarado went on, "But, um, my going concern is how was it told to them? Because it, it, it was instantaneously seemed like they already filed, you know? So, I, now I'm curious of how it was brought to their attention. You know, because he just, he just curious, you know, I was pretty much indirectly singled out."

Alvarado continued, "It wasn't, you know, Hey, there's concern from Council. You know, maybe we need to be more polite out there. Respect Council, you know. They're, they're, they're your friends. They're not your enemy. They're not the bad guys. Right? So, I don't know how was, how was, how this was addressed. Now, that's my concern. Again, that's just me because, I don't know, it just seemed like it was quick. They came, you know, with complaints."

I told Alvarado, if I heard what he was saying is right, he just had all these things in the back of his head, and it was seeming like a trend of officers being less approachable, less personable, less respectful. He said, "... it was, it was... And this time, because I think it happened, so, so within a short period of time, was him, uh, [REDACTED] ...And, and, and he was the one who caught my attention. Now, I don't know why I don't, I don't, I still don't know why, or I don't know what hap- I don't know where, where, what happened. Right? Um, but all the other officers, and I'm being honest with you, I don't even know their names. I don't. Honestly, there's a whole brand new, new department, literally. Um, now, like in the old days, you knew these officers by their first and last name and you know, you knew them, you know, and, and these guys, they're all new and, and, uh, and it was just, our trailer was the one that like, it was just like more frequently, you know?"

Alvarado went on, "And I just, I brought it to the Manager. Right? I think that was the right thing to do. Right? I don't, I mean, I thought that was the right thing to do. If there is a problem, let's iron it out. Let's fix it so we could stop it. I didn't expect it to go this way, but it did so... here we are."

I told Alvarado that in the case of [REDACTED] with the hit-and-run incident, I had a copy of the call history, and that was, like, two years ago. I told him that I was wondering why something that old popped up two years later. Alvarado said, "I couldn't tell you. And I, and I, and as God as my witness I... Well, He is, but, um, I haven't had no, no more encounters with him. So, I, I don't know."

I told Alvarado that I thought one of the things that took this to a little bit different level, is that the three officers he mentioned by name in his conversation all happened to be officers on the POA board. I asked if that related to why he named them at all, did it have anything to do with them being on the board? He said, "I didn't even know they were on the board. I don't keep track on who's on the board or not. Unless you tell me. But no one had told me. I know now, but no one's told me back then, I, I, you know."

I told Alvarado that my perception was that's one of the factors that elevated this. He asked, "But, but why would I? I mean, lack of better word, what, what does it matter if you're on the board or not? I don't know. I don't know what that mean. Does it mean something or?"

I said, "Well, if they were targeted because they were on the board, that could conceivably be a way of interfering with or retaliating against the union for some reason." Alvarado replied, "Yeah. I mean, I don't, I don't, I have no connection with the union. It, it doesn't benefit me. Not anything. I don't know what, you know, I don't see-" I said, "Well, other than salary negotiations and things, right," and he said, "Well, yeah. I mean that's a, that, that's that come through before five of us...You know, so I... Other than that, I don't see, I didn't even know they're on the board."

I told Alvarado that another thing that probably took this to another level is that all three of these men were involved in the promotional process, either for sergeant or for senior officer at the same time his concerns got shared. I said that the question that came up was this in some way intended to interfere with the promotional process.

Alvarado said, "I didn't know there were promotions going on, but I know we, we're hiring. Okay. Um, and again, I don't have anything to do with promotions. The City Manager does that, does that with the, I'm assuming with the Chief and HR. Um, and I, I, again, I don't know who takes the test, who doesn't. We don't get informed, who takes tests and who doesn't, who's up. And we're not involved in that. So, it just, perhaps on their end looked like a perfect storm."

I told Alvarado that another speculation that came up is that, perhaps, he had a favorite in the promotional process, maybe somebody like [REDACTED], who he knew a little more than others. Maybe, in some way, he was trying to give [REDACTED], also involved in the promotional process, a leg up.

Alvarado said, "No. Um, there's, I mean, at the same time, if we want to go that route, there's also officers that who got promoted who was a sergeant, they from Shafter dated my daughter. I had nothing to do with that. You know what I mean? Again, I mean, we could, we could go down a rabbit hole. I mean, I haven't, I don't, you know, I don't have anything, you know. I don't have no, no, nothing to do with that, you know?"

I told Alvarado I hoped it helped him understand how this became more relevant. He said, "Yeah. But I just hope, you know, again, it won't be fair for the officer now that you brought up this perspective. I would-that [REDACTED] now gets marked when he's innocent."

Alvarado continued, "Yeah, I don't know how his name got involved. Honestly, before God, I don't know how he got involved. But I just hope, because that'd be wrong if he got... You know, just because he knows me, you know, and that's, that's not right. I'm just saying that just."

I assured Alvarado that no one was saying that [REDACTED] did anything wrong. There was more conversation about [REDACTED], which is documented in the transcript.

I asked Alvarado if there was anybody he thought I need to talk to, and he replied, "No, I, I don't."

I asked Alvarado if there was anything I didn't ask him that he thought I should have, and he replied, "No. No..."

I asked Alvarado if he knew of any notes, emails, or any other documents that he thought would help me, and he said, "No. Um, um, for, for what? I mean, I mean, forgive me for asking, but like, help you for what to?" I told him, sometimes like, if he had written a memo to the Chief about this or..." He said, "Oh, no, I... Again, it was, it was just a conversation, and I don't... That's why I'm, I'm still... It was just a conversation to the City Manager or something, you know... If it was something, uh, it was not even formal. I didn't even write it down. It was just a conversation, you know, just, 'Hey,' you know."

I told Alvarado that I thought what it showed is that there's a conscientious City Manager, thinking if the Councilman thinks there's an issue, I need to follow up on this..." Alvarado said, "Well, my only concern was how, how they went about it. I understand, you know, the experience with the City Manager, the experience as a Chief, you know, sometimes"

I said, and then the Chief assigns somebody below him in the Department to talk to the officers about each of these issues that were brought up, and that's how it was.

Alvarado then said, "... you would think more... I mean, again, I don't know how they... I don't know the procedure, but I would my... Just being, um, for now an idealist, it would be that, if I was a Chief, I would say, I'll ask you to come down. If you're the third-party concern of, 'Hey, there's a, there's... With one of the members of the Council, there's this might be going on. Or there's, oh, the Council itself. Are we good? You know, do you have a problem?' Yeah, uh, I mean, right? I don't know how they went about it, 'cause they somehow, oh it was just a red flag. That's my concern. Again, that's just me personally."

I told Alvarado that I understood, but just like on their end, to put it in his words, perhaps the officers felt like they were red flagged when a Councilman said something about them. No matter who the Councilman was.

CONCLUSIONS

Credibility Findings:

[REDACTED]

Based upon a review of the totality of the circumstances, the investigator determined that [REDACTED] was credible. [REDACTED] was able to clearly describe the time, place, tone, and content of his January 2025 meeting with Mr. Alvarado. He also began drafting his memo immediately following the meeting, while it was still fresh in his mind. [REDACTED] account of his subsequent meeting with [REDACTED] was consistent with [REDACTED]. In addition, some of his statements regarding Mr. Alvarado went against his own self-interest given Mr. Alvarado's position as a Councilmember.

████████████████████

Based upon a review of the totality of the circumstances, the investigator determined that ██████████ was **credible**. In general, his statements were consistent with those of other witnesses. His accounts of his meetings with ██████████ and ██████████ were consistent with theirs. In addition, some of his statements regarding Mr. Alvarado went against his own self-interest given Mr. Alvarado's position as a Councilmember.

████████████████████

Based upon a review of the totality of the circumstances, the investigator determined that ██████████ was **credible**. In general, his statements were detailed and consistent with those of other witnesses. In addition, he had no direct involvement in the alleged events and had no apparent motive for dishonesty.

████████████████████

Based upon a review of the totality of the circumstances, the investigator determined that ██████████ was **credible**. In general, his statements were consistent with those of other witnesses. His descriptions of Mr. Alvarado's conduct at various community events was also consistent with a pattern of behavior as described by others.

████████████████████

Based upon a review of the totality of the circumstances, the investigator determined that ██████████ was **credible**. In general, his statements were consistent with those of other witnesses. His frustration over Mr. Alvarado's comments appeared sincere and was consistent with that experienced by other witnesses. He had no apparent motive for dishonesty.

████████████████████

Based upon a review of the totality of the circumstances, the investigator determined that ██████████ was **credible**. In general, his statements were consistent with those of other witnesses. Although he was only involved in one of the incidents under investigation, his statements reflected an experience consistent with other witnesses.

████████████████████

Based upon a review of the totality of the circumstances, the investigator determined that Mr. Alvarado was **not credible**. His statements regarding his meeting with the ██████████ reflected either a lack of memory or evasiveness. In contrast with ██████████ clear and detailed account of their meeting, Mr. Alvarado's statements were vague, and he could not even remember whether they met in person or talked by phone. His statements regarding ██████████ were in direct conflict with those of other witnesses. Mr. Alvarado responded with long narrative answers rather than specifics.

Allegation #1 – Sustained:

On or about 01/21/25, did Councilmember Gilbert Alvarado, during a meeting with [REDACTED], assert that during a “squatter” incident at a local business, Alvarado refused to speak with the assigned officers and, instead, demanded to speak only with a supervisor?

On 01/08/25, [REDACTED] and his trainee were dispatched responded to a “Squatter” incident at 338 Central Ave in Shafter. During his recorded interview, Mr. Alvarado admitted to bringing this to the [REDACTED] attention and provided his account of the incident. The fact that Mr. Alvarado brought this incident to the [REDACTED] attention is documented with this excerpt from [REDACTED] 01/22/25 memo:

“Incident Regarding the Calls for Service (Squatters)

Previously, Councilmember Alvarado called for service at a private business location regarding squatters in the business. The Councilmember is not the owner of the business and reached out to PD on his constituent's behalf. During the interaction, the Councilmember requested to speak only to a Seargent or other Supervisor and not the responding officers. I asked him what his reasoning was for making that request...Councilmember Response: The Councilmember responded by stating that ‘talking to the responding officer [REDACTED] years experience/no discipline] would be like talking with a child, and he only wants to speak with an adult.’”

[REDACTED], during his recorded interview, provided a different account of the incident, describing Mr. Alvarado’s disrespectful conduct toward [REDACTED] and his trainee. The following is an excerpt from that statement:

Um, so I got out and said, ‘How you doing, sir?’ I Introduced myself. Um, I said, ‘How can I help you?’ And immediately Alvarado, which I had no idea who it was at the time, so this is my first interaction with him face to face, and immediately he cut me off and he's like, ‘No, no, no.’ Like, put his hand out. ‘No, no, no, I don't want to talk to you. Talk to him.’ Just like this. And I was like- I looked over and [REDACTED] was coming. He just turned off of CVH onto Central. And I was thinking, like, I was like, ‘Well, sir, um, this is a patrol level call. I handle this. It's not a big deal. We- This is what we do, sir ...’ ‘No, no, no, I don't want to talk to you. I want to talk to him.’

And he shut me down again. At this time, [REDACTED] was getting out, so I was like, ‘Oh,’ so I just shut up. And I was like, ‘Okay.’ And [REDACTED] came up and they started talking. Alvarado started talking to him and I was just listening to what was going on and figured out there was two people up there. And then I was like, ‘All right, Sergeant, I'm gonna go up there and contact two people, see who they are.’ So, I went up to the top, contacted the male and female inside,

identified them. Come to find, um, find out they've been here for X amount of time. So basically, told them, 'Hey, you guys have rights. I can't kick you out, I can't do anything, but if they can evict you, that's what the process they're probably going to do.'

So, as I'm standing up there running, waiting for the return to 27-29 on these two people, [REDACTED] comes up and I was like, 'Hey, Sarge, who was that guy down there, like, talking to me like that?' He's like, 'That's a city council member.' I was like, 'Oh, okay.' I was like, 'Okay, nice to know.' And that was it. That's how it- 'cause then I didn't talk to him anymore. And after he shut me off the twice and the way he talked to me, I was like, 'All right.' After hearing and I just went upstairs and did my things. I was like, 'All right.' And then that was the only time I've ever contacted him, was that face-to-face interaction."

As [REDACTED] interview continued, the following exchange took place:

I said, for the record, when [REDACTED] was describing Alvarado's gestures, it was basically like holding the hand up and waving the finger, like...and [REDACTED] interrupted and said, "Correct, like, "No, no, no, no, no. I wanna talk to him." He said that Alvarado did that twice.

I asked if he felt that he was ever rude to anybody at the scene, and [REDACTED] said, "No, I didn't know who he was at the time. I didn't know. I knew I had never met any of these people, so after he did that the second time and I looked again, [REDACTED] was getting out of the car. I was like, 'All right, I'm not gonna- I'm just gonna be quiet.' So, I stayed quiet and they- [REDACTED] pulled up right next to me, got out next to me, and they started interacting. So, I didn't really,- I didn't say anything. I just kind of just shut down. I was like, 'All right, he doesn't want me to talk, I won't talk.'"

I asked [REDACTED], when he tried to explain to him that this was the type of call he handles all the time and Alvarado cut him off the second time, was he rude or disrespectful, and he said, "No, I didn't even say anything. I just shut up. And he- when he pointed again at this time, I looked again and [REDACTED] was actually getting out of his driver's seat and he was literally right five yards from me. So, I just- I didn't say a word to him. I just- I just stood there."

I asked [REDACTED] if there was anything else I should know about that interaction, and he replied, "Um, no. This is exactly how it happened."

In summary, there is clear evidence that Mr. Alvarado brought this incident up on 01/21/25 during his meeting with the [REDACTED] under the context of disrespect. There is also clear evidence that it was Mr. Alvarado who treated [REDACTED] and his trainee with disrespect. There is no evidence that [REDACTED] treated Mr. Alvarado with disrespect.

After consideration of the totality of the circumstances, including the credibility of the interviewed parties, this allegation is determined to be **SUSTAINED**.

Allegation #2 – Sustained:

On or about 01/21/25, did Councilmember Gilbert Alvarado, during a meeting with [REDACTED], assert that during a Walmart holiday food giveaway, [REDACTED] stepped in front of Alvarado and Alvarado wanted to push [REDACTED] for the disrespect but did not?

There is clear evidence that Mr. Alvarado did present this incident during his 01/21/25 meeting, as documented in [REDACTED] 01/22/25 memo. As with Allegation #1, it was presented under the context of “ongoing disrespect”. The following is the comment from [REDACTED] memo that relates directly to this allegation:

Instances of Ongoing Disrespect:

The Councilmember seemed most concerned with the ongoing perceived disrespect from officers, and I requested that he again provide me examples. He indicated by repeatedly poking me in the arm, that it was just a lot of little disrespect towards him that he is afraid is translating to poor policing in the community. I pointed out that last year we only had 7 complaints against the department, which is very low compared with surrounding agencies. Examples the Councilmember provided as follows:

Example #1: Officer [REDACTED] stepped in front of me [Councilmember] during the holiday food giveaway with Walmart. The Councilmember stated he wanted to push the officer [in the back] for the disrespect but didn't.

Councilmember refused to file a complaint for the incident, preferring it to be handled informally per his "concern" by City Manager and/or Chief of Police.

However, there is absolutely no evidence to substantiate Mr. Alvarado's allegation that [REDACTED] disrespectfully stepped in front of Alvarado, blocking him in a photograph. The evidence indicates that in December 2024, [REDACTED] had no idea who Alvarado was and that, because [REDACTED] is such a large man, he always moves to the back of photographs. None of the Department photographs from that event show [REDACTED] blocking Mr. Alvarado.

When Mr. Alvarado was shown a Department photo and asked if it looked like the food giveaway that he had been talking about, he said, “That's Walmart. Yeah. That's the girl at Walmart, yeah.”

When shown another photo and asked, if it looked right, Alvarado said, “Yeah. That's Walmart. Yeah, that's Walmart, Christmas, Santa Claus. Yeah, Santa Claus. Yeah.”

When asked, “and that's you down front, right,” Alvarado said, “Yeah. And that's me. And that's me right here on both pictures. Yes.”

When told, "██████████ is here in the back somewhere, there's the ██████████," Alvarado replied, "Oh, yeah."

When told, "big guy," Alvarado replied, "Yeah. Big guy. Yes, sir. Yeah... This was not the, the picture... It's not, it had to do with nothing with pictures. I dunno where pictures came out of, but"

In summary, the evidence indicates that ██████████ was wrongfully accused of acting disrespectfully toward Mr. Alvarado at this event.

After consideration of the totality of the circumstances, including the credibility of the interviewed parties, this allegation is determined to be **SUSTAINED**.

Allegation #3 – Sustained:

On or about 01/21/25, did Councilmember Gilbert Alvarado, during a meeting with ██████████, assert that during a City employee appreciation dinner, Alvarado was speaking with two young officers, and ██████████ called the two officers away and that it would have been less disrespectful if ██████████ had asked Alvarado for the officers to be excused?

There is clear evidence that Mr. Alvarado did present this incident during his 01/21/25 meeting, as documented in ██████████ 01/22/25 memo. As with Allegation #1, it was presented under the context of "ongoing disrespect". The following is the comment from ██████████ memo that relates directly to this allegation:

Instances of Ongoing Disrespect:

Example #2: During the employee appreciation dinner, ██████████ told the two young officers that were speaking to the Councilmember to come over to him at a separate location. The Councilmember stated he felt it would have been less disrespectful if the Officer would have come up to the Councilmember and asked for the officers to be excused. The event was after hours, and the officers involved are represented by the SPOA.

Councilmember refused to file a complaint for the incident, preferring it to be handled informally per his "concern" by City Manager and/or Chief of Police.

The evidence indicates that in December 2024, ██████████ had no idea who Alvarado was. The evidence also indicates that ██████████ and the two trainees who were talking to Mr. Alvarado were in full uniform, on-duty, and available for calls for service. Finally, the evidence indicates that ██████████, when told by ██████████ to gather the officers to eat, he simply gestured to the officers from across the room.

There is no evidence to suggest that ██████████ intended any disrespect toward Mr. Alvarado, either as a Councilmember or as an individual.

After consideration of the totality of the circumstances, including the credibility of the interviewed parties, this allegation is determined to be **SUSTAINED**.

Allegation #4 – Sustained:

On or about 01/21/25, did Councilmember Gilbert Alvarado, during a meeting with [REDACTED], assert that during an incident at Alvarado’s home, [REDACTED] was “slower than 30 weight motor oil” and would not listen to what Alvarado’s wife was telling [REDACTED]?

There is clear evidence that Mr. Alvarado did present this incident during his 01/21/25 meeting, as documented in [REDACTED] 01/22/25 memo. As with Allegation #1, it was presented under the context of “ongoing disrespect”. The following is the comment from [REDACTED] memo that relates directly to this allegation:

Instances of Ongoing Disrespect:

Example #3: During an incident at the Councilmember's house, the Councilmember began pursuing someone offsite while waiting for the PD response. When the PD officer showed up [Councilmember wasn't present] he stated that [REDACTED] was "slower than 30 weight motor oil" to exit his car and wouldn't listen to what his wife was telling him when he responded."

The disrespect in this incident seemed to stem from what was perceived as a slow response and the failure to take direction from the Councilmember's wife. I informed the Councilmember that the Officer was likely assessing the situation, and taking direction from a yelling, or excited resident may not be typical.

No complaint was filed for this incident.

The evidence indicates that this event took place on 03/05/22, 34 months prior to Mr. Alvarado telling the [REDACTED] about it. The evidence also indicates that Mr. Alvarado was not present at his home when [REDACTED] arrived, as acknowledged by Mr. Alvarado. Additionally, Mr. Alvarado did not remember making the “slower than 30 weight motor oil” comment.

There is no evidence to suggest that [REDACTED] engaged in any disrespectful conduct toward Mr. Alvarado or his wife.

After consideration of the totality of the circumstances, including the credibility of the interviewed parties, this allegation is determined to be **SUSTAINED**.

Allegation #5 – Sustained:

On or about 01/21/25, did Councilmember Gilbert Alvarado, during a meeting with [REDACTED], assert that during the recent Lion’s Club Christmas Parade,

Alvarado was disappointed with [REDACTED] failure to respond to his requests and that he wasn't always available when Alvarado needed him?

There is clear evidence that Mr. Alvarado did present this incident during his 01/21/25 meeting, as documented in [REDACTED] 01/22/25 memo. As with Allegation #1, it was presented under the context of "ongoing disrespect". The following is the comment from [REDACTED] memo that relates directly to this allegation:

Instances of Ongoing Disrespect:

Example #4: This comment is regarding an event that was held by the Lion's Club of which Councilmember Alvarado is a member. The City partnered to have police present to provide security at the event, as the entity did not have the funding to secure the required private security. The Councilmember requested that I discuss the incident with him, Councilmember Olvera, and the Chief. The Councilmember then expressed his disappointment with [REDACTED] failure to respond to his requests as he felt appropriate, and that "he wasn't always available when he needed him."

I indicated to the Councilmember that City Staff were present in partnership with the Lion's, they didn't contract with the City for service and there was no reasonable expectation that the onsite PD supervisor for the event would be following a member of the Lion's Club around to take orders.

*Additionally, I produced a copy of the Charter for the Councilmember in case he was operating as a member of council, and read him section 4.07(8), which states as follows: **"Except for purposes of inquiry, the mayor and Council Members shall deal with the administrative service solely through the City Manager. Neither the Mayor nor any council Member shall give orders to, discipline or threaten any subordinate of the City Manager, either publicly or privately."***

Councilmember refused to file a complaint for the incident, preferring it to be handled informally per his "concern" by City Manager and/or Chief of Police.

The evidence indicates that [REDACTED] was involved in the event planning meetings and provided input regarding the parade route, along with [REDACTED], which was ignored by Mr. Alvarado. The evidence also indicates that [REDACTED] prepared and distributed a comprehensive Operations Plan, which addressed the protocol for dealing with illegal vendors. Finally, the evidence indicates that [REDACTED] was on-site throughout the event and was available to Mr. Alvarado at all times via cellphone.

Based upon the witness statements, it appears that during the event, Mr. Alvarado was disrespectful toward police department personnel and exceeding his authority by trying to direct or order [REDACTED] and other officers on how to deal with illegal vendors. Witnesses

provided a similar description of Mr. Alvarado's conduct during the 2024 National Night Out event.

There is no evidence to suggest that [REDACTED] acted disrespectfully toward Mr. Alvarado, whether as a Councilman, a Lions Club member, or an individual.

After consideration of the totality of the circumstances, including the credibility of the interviewed parties, this allegation is determined to be **SUSTAINED**.

Allegation #6 – Sustained:

Was the timing and/or content of the alleged assertions related to the employees' status as Shafter Police Officers Association board members, to the employees' participation in Department promotional processes at that time, to a close personal friend of Councilman Alvarado who was also participating in the same Department promotional processes, or was there some other motivation for the timing and/or content of the alleged assertions?

There was no credible evidence to support the allegation that the timing and/or content of the alleged assertions was related to the employees' status as Shafter Police Officers Association board members. In fact, witness statements indicate that the current working relationship between the City and the Association is a positive one. The statements also indicate that the City Council does not have much direct contact with SPOA Board members.

The evidence does indicate that the timing and/or content of the alleged assertions was related to the employees' participation in Department promotional processes occurring at the time the assertions were made and the fact that a friend of Councilman Alvarado was also participating in the same Department promotional processes.

Mr. Alvarado did not provide a plausible explanation as to why he happened to make his assertions during the promotional process. It was particularly significant that he had no plausible explanation as to why he commented to the [REDACTED] about an event that had occurred 34 months prior. Mr. Alvarado claimed that he was unaware that a promotional process was underway at the time he met with the [REDACTED].

The evidence indicates that Mr. Alvarado significantly minimized his relationship with a [REDACTED] Officer in the Department who was also participating in the promotional process for [REDACTED]. Witness statements indicate that Mr. Alvarado had been in phone contact with that employee, inquiring about how the process was going. The evidence also indicates that in order to maintain a "clean" process, that employee was directed to cease communication with Mr. Alvarado.

Additionally, witness statements indicate that Mr. Alvarado has referred to [REDACTED], [REDACTED], [REDACTED], and [REDACTED] as a "gang."

Finally, witness statements suggest that retired Shafter Assistant Chief Diana Burnett was unhappy about not receiving the Police Chief job and "hated" the above four

employees. Since her departure from the Department, Burnett has become heavily involved in the Lions Club and may have become a close associate of Mr. Alvarado.

After consideration of the totality of the circumstances, including the credibility of the interviewed parties, this allegation is determined to be **SUSTAINED**.

ATTACHMENTS

1. City of Shafter Administrative Policy - Harassment, Discrimination, and Retaliation
2. City of Shafter Administrative Policy - Bullying and Abusive Conduct
3. [REDACTED] Memo dated 01/22/25
4. [REDACTED] Memo dated 01/23/25
5. [REDACTED] Notice of Administrative Investigation and Interview
6. [REDACTED] POBOR Witness Interview Admonition
7. [REDACTED] Transcript Summary
8. Shafter PD Operations Plan for 2024 Christmas Parade and Carnival
9. [REDACTED] Notice of Administrative Investigation and Interview
10. [REDACTED] POBOR Witness Interview Admonition
11. [REDACTED] Transcript Summary
12. Walmart Photo 1
13. Walmart Photo 2
14. Shafter PD CAD Incident Report #2501080052
15. Shafter PD Dispatch Recording-2025-01-08-1740 Hrs
16. [REDACTED] Notice of Administrative Investigation and Interview
17. [REDACTED] POBOR Witness Interview Admonition
18. [REDACTED] Transcript Summary
19. Shafter PD CAD Incident Report #2203050053
20. [REDACTED] Notice of Administrative Investigation and Interview
21. [REDACTED] POBOR Witness Interview Admonition
22. [REDACTED] Transcript Summary
23. [REDACTED] Notice of Administrative Investigation and Interview
24. [REDACTED] POBOR Witness Interview Admonition
25. [REDACTED] Transcript Summary
26. [REDACTED] Notice of Administrative Investigation and Interview
27. [REDACTED] Witness Interview Admonition
28. [REDACTED] Transcript Summary
29. Gilbert Alvarado Notice of Administrative Investigation and Interview
30. Gilbert Alvarado Witness Interview Admonition
31. Gilbert Alvarado Transcript Summary

▪ INTERVIEW TRANSCRIPTS

32. [REDACTED] Interview Transcript
33. [REDACTED] Interview Transcript
34. [REDACTED] Interview Transcript

- 35. [REDACTED] Interview Transcript
- 36. [REDACTED] Interview Transcript
- 37. [REDACTED] Interview Transcript
- 38. [REDACTED] Interview Transcript

▪ **INTERVIEW RECORDINGS**

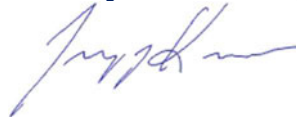
- 39. [REDACTED] Interview Recording
- 40. [REDACTED] Interview Recording
- 41. [REDACTED] Interview Recording
- 42. [REDACTED] Interview Recording
- 43. [REDACTED] Interview Recording
- 44. [REDACTED] Interview Recording
- 45. Gilbert Alvarado Interview Recording

▪ **PHOTOGRAPH FILES**

- 46. Shafter PD Photo File - PD & Lions Club Walmart Holiday Shopping 12/03/24
- 47. Shafter PD Photo File - Shop with a Cop 12/19/24

- 48. (1) Flash Drive Containing Documents, Transcripts, Recordings, Photo Files

I certify that this report was prepared by the undersigned,



JEFFERY J. KERMODE
CA State Bar # 118955
JJK Group Inc.