

Report of Investigation

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For:

City of St. Paul

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Background regarding retention

On March 31, 2026, HR Director Kamaria Kassim contacted Resolute Law, LLC regarding the need for an investigation for the City of St. Paul. On April 1, 2026 and April 3, 2026, Abigail Gadea provided relevant documents, including the Complaint.

Scope of the Investigation/Allegations

The purpose of the investigation was to review allegations of misconduct made against Mayor Kaohly Her regarding her alleged illegal or otherwise inappropriate conduct toward City employees.

Investigation

The investigative interviews began with the interview of Chief Axel Henry. The initial interview was delayed somewhat by counsel for Chief Henry conditioning the interview on Mayor Her's cell phones being imaged. Once the cell phones were imaged, the interview was scheduled. Numerous other interviews were conducted over the course of several months, along with follow-up interviews as additional concerns were raised and as requested by some of the witnesses. The following witnesses were interviewed:

- Chief Axel Henry: *May 7, 2026; June 30, 2026*
- Mayor Kaohly Her: *June 8, 2026; June 12, 2026; June 26, 2026; July 31, 2026; August 24, 2026*
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

Documents Reviewed¹

- Exhibit 1: Complaint dated April 1, 2026
- Exhibit 2: City of St. Paul Workplace Conduct Policy
- Exhibit 3: Pictures left and covered by Mayor Her provided by Chief Henry
- Exhibit 4: UFC Photoshopped Picture from Mayor Her provided by Chief Henry
- Exhibit 5: Bodybuilder Photoshopped Picture from Mayor Her provided by Chief Henry
- Exhibit 6: Three Male Singers Photoshopped Picture from Mayor Her provided by Chief Henry

¹ These documents are appended as Exhibits to this Report.

- Exhibit 7: Text messages exchanged between Mayor Her and Chief Henry provided by Mayor Her
- Exhibit 8: Text messages exchanged between Mayor Her and [REDACTED] provided by Mayor Her
- Exhibit 9: Text messages exchanged between Mayor Her and [REDACTED] provided by Mayor Her
- Exhibit 10: Text messages exchanged between Mayor Her and [REDACTED] provided by Mayor Her
- Exhibit 11: Text messages exchanged between Mayor Her and [REDACTED] provided by Mayor Her
- Exhibit 12: Text messages exchanged between Mayor Her and [REDACTED] provided by Mayor Her
- Exhibit 13: Text messages exchanged between Mayor Her and [REDACTED] provided by Mayor Her
- Exhibit 14: Text messages exchanged between Mayor Her and [REDACTED] following the phone imaging provided by Mayor Her
- Exhibit 15: Emails exchanged regarding driver schedule provided by Mayor Her
- Exhibit 16: Social media post concerning [REDACTED] provided by Charles Nauen
- Exhibit 17: Selected text messages between Mayor Her and Chief Henry provided by Chief Henry
- Exhibit 18: Email exchange regarding [REDACTED] promotion provided by Chief Henry
- Exhibit 19: Photographs of pictures of Mayor Her on 6th Floor provided by [REDACTED]
- Exhibit 20: Text messages between [REDACTED] and friend provided by [REDACTED]
- 51,316 text messages from Mayor Her's personal cell phone.
- 4,285 text messages from Mayor Her's City issued cell phone.
 - Exhibit 21: February 13, 2026 Fire Department Workout Video
 - Exhibit 22: Photograph of text message exchanged between Mayor Her and two employees
- Exhibit 23: Photograph of cigar holder gifted by Chief Henry to Mayor Her
- Exhibit 24: Photograph of three gold framed pictures left by Mayor Her taken during interview of Chief Henry on May 7, 2026
- Exhibit 25: [REDACTED]
- Exhibit 26: Photograph of Mayor Her left in [REDACTED] taken during [REDACTED] interview.
- Exhibit 27: Meme generated by Savage Dynasty on March 21, 2026
- Exhibit 28: Original UFC Picture
- Exhibit 29: Original Bodybuilding Picture
- Exhibit 30: March 25, 2026 Text Message and Meme sent by Mayor Her

Interview Summaries²

Chief Axel Henry

Chief Axel Henry was interviewed on May 7 and June 30, 2026 at the Madel PA offices. Chief Henry's attorneys, Christopher Madel and Jennifer Robbins attended the interviews with Chief Henry. At the beginning of the May 7 interview, Chief Henry reviewed and signed a Tennessen Warning.

May 7, 2026 Interview of Chief Axel Henry

Chief Axel Henry knew Mayor Her before she was elected because she had previously reached out to him, although he did not recall having any one-on-one conversations with her before the election. Before the election, an article was published regarding his salary and the [REDACTED] [REDACTED] Mayor Her contacted him and stated that she believed the situation was unfair and that, if elected, she wanted to address it.

After the election results were known, Mayor Her began holding meetings. According to Chief Henry, she made a point of saying during these meetings that she connected better with men than with women. She also stated that she went weeks without seeing her husband and that she was alone in her home often. Chief Henry heard these comments more than once, and he stated that she made them when no one else was present. Chief Henry stated that Mayor Her had made comments approximately six or seven times about being alone in her house. He also recalled that Mayor Her repeatedly talked about wanting to have a close relationship with him.

On December 29, 2025, Chief Axel met with [REDACTED] at a cigar bar and invited Mayor Her to join them. During that conversation, Mayor Her again made a statement about connecting better with men. She also said that she needed a tight group around her. Chief Henry reported that Mayor Her told [REDACTED] she could get her way by saying that [REDACTED] had "grabbed her ass."

Before January 1, 2026, Mayor Her met with Chief Henry and police department staff, and they told her she should visit the police gym. Chief Henry stated that Mayor Carter had occasionally stopped by the gym. Mayor Her began using a police driver before taking office because of the shooting of Melissa Hortman. She then started going to the gym at the same very early time Chief Henry worked out. Chief Henry noted that an article had discussed his morning routine. According to Chief Henry, Mayor Her began coming to the gym every day at that time and made comments such as, "Oh, you guys are so beefy," and "Look how strong you are." Chief Henry identified [REDACTED] and [REDACTED] as individuals to whom Mayor Her would make these comments. Chief Henry initially thought Mayor Her would stop coming after a few days, but she continued to come and tried to engage in conversation while there. When asked whether

² All individuals interviewed reviewed and signed Tennessen warnings. Copies of the signed Tennessen warnings are attached as Exhibit 31.

Mayor Her wore clothing that was inappropriate to the gym, Chief Henry denied same. Chief Henry stated that, during the last month, before the interview, Mayor Her stopped coming to the gym.

Chief Henry stated that [REDACTED] told him [REDACTED] had spoken with Mayor Her about not always engaging in certain conduct. Chief Henry and [REDACTED] discussed changing their workout time. [REDACTED] responded that they should not have to change their schedule.

Chief Henry stated that he would not have brought his concerns about Mayor Her forward if the conduct had been directed only at him. He explained that approximately 93% of the police department's budget is personnel-related and that, in his view, Mayor Her had an oversimplified understanding of how the budget worked. He stated that he would have withstood Mayor Her's conduct if it involved only him because he did not want to lose employees.

Chief Henry stated that, nearly every day after working out, Mayor Her would come up to his office. Their conversations involved both police department matters and personal topics. Chief Henry stated that he hoped Mayor Her would lose interest in the police department, but she began making comments that he described as sounding like high school comments, such as asking whether he was mad at her because he had not been in her office. Chief Henry said that he and [REDACTED] discussed the comments, and [REDACTED] stated that [REDACTED] assumed Chief Henry and Mayor Her were very close. Chief Henry told [REDACTED] they were not.

In January 2026, during one of Mayor Her's unscheduled visits to his office, Mayor Her told Chief Henry that he needed to be nice to her because the fire department had endorsed her and he had not. Chief Henry told her that the union endorsed her but the police union did not, and he told Mayor Her that her comment was inappropriate. Mayor Her stated that the fire department would receive things because they were being nice to her and that Chief Henry needed to be extra nice to her. Chief Henry wrote the comment down and spoke with [REDACTED] about it.

Chief Henry stated that Mayor Her brought him juice smoothies that she had made. He stated that she appeared annoyed when she later saw one of the smoothies in the refrigerator. Chief Henry again characterized this behavior by Mayor Her as immature.

Chief Henry stated that [REDACTED] came to him and asked how long Mayor Her would continue coming to the gym. According to Chief Henry, [REDACTED] reported that [REDACTED] Chief Henry stated that Mayor Her made noises while lifting weights that he perceived as sexual in nature. He stated that people looked at him in a strange manner, but he had not received any formal complaints.

Chief Henry stated that, sometime in January 2026, he saw a picture in a gold frame behind another picture in his office. He later found three such pictures. A photograph of these three framed pictures was taken during the investigation and is marked as Exhibit

24. He stated that Mayor Her had gone into [REDACTED] taken her photograph, and placed it over other pictures. The next day, Mayor Her came to his office with [REDACTED] and laughed about the pictures. Mayor Her removed a framed photograph from Chief Henry's office showing him and [REDACTED] receiving a [REDACTED]. Chief Henry stated that his reaction showed he was not pleased. He could not tell whether [REDACTED] approved of Mayor Her's conduct. According to Chief Henry, Mayor Her appeared upset and said he did not have a good sense of humor. Chief Henry told her he did not think it was funny.

Chief Henry stated that, after Mayor Her and [REDACTED] left, [REDACTED] came into his office and said [REDACTED] found the conduct inappropriate. Chief Henry stated that shortly after that incident, either the same day or the next day, [REDACTED] came to him and reported that there were photographs [REDACTED] as well. [REDACTED] came out and directed that the photographs be taken down because [REDACTED] was photographing them. Chief Henry stated that Mayor Her had placed her photograph over items belonging to [REDACTED]. [REDACTED] told Mayor Her not to place her photograph over [REDACTED] face because [REDACTED] had worked hard to earn the recognition. Chief Henry also referenced [REDACTED] plaque being covered in connection with the incident. Chief Henry stated that he was concerned Mayor Her had gone into employees' offices and selected items that were meaningful to them. He believed the conduct was potentially criminal.

Chief Henry stated that on Friday, February 6, 2026, he and [REDACTED] went to X-Golf. Mayor Her arrived unexpectedly with the police driver, which shocked them. Mayor Her said, "I had to come like this because I knew you guys would not invite me." She stayed for approximately 20 minutes while the driver remained away from them. Chief Henry stated that he did not know how Mayor Her knew where they were. He had listed X-Golf on his calendar, but it was a vacation day for him. Mayor Her did not golf with them; she talked briefly and then left. Chief Henry stated that [REDACTED] said [REDACTED] had not told Mayor Her about the outing and described the situation as "really freaky." Chief Henry stated that he did not know how Mayor Her learned about the outing, although he wondered whether she had developed a relationship with an officer who provided the information.

Chief Henry stated that on February 19, 2026, at the Academy Graduation, Mayor Her was scheduled to speak before him. Mayor Her told him she was somewhat worried about speaking and said she wished someone had told her what the event would be like. Chief Henry attempted to reassure her. Mayor Her then looked at him with a smirk and asked, "Why is [REDACTED] bigger than yours?" Chief Henry initially assumed she was referring to [REDACTED] ribbon bar and explained that the leaf symbol indicated additional awards. Mayor Her then pointed to another item and asked what "MFF" stood for. Chief Henry told her it meant Mobile Field Force. Mayor Her responded, "Too bad it doesn't say MILF, then I could get one." Chief Henry said, "No" and walked away.

Chief Henry stated that on February 25, 2026, Mayor Her stopped by his office and said she had called him the prior evening and he had not answered. He stated that Mayor Her reached out on nights and weekends about matters that were not emergencies. Chief Henry talked to [REDACTED] about the calls from Mayor Her. Chief Henry asked Mayor

Her what time she had called, and she said 8:30 p.m. Chief Henry stated that he had no record of the call and told Mayor Her he would already have been in bed. Mayor Her responded, “No you weren’t,” and then said, “You’re trying to ignore me; that’s why you’re not answering my calls.” Mayor Her also stated, “I don’t think you understand we need to build a close relationship and you keep trying to resist that.” Chief Henry told her that if she did not receive a response, she should call him back. Chief Henry stated that [REDACTED] would report to him that Mayor Her was saying he was not responding to her.

Chief Henry stated that during the week before February 28, 2026, [REDACTED] told him Mayor Her wanted to schedule a one-on-one happy hour with him. Chief Henry understood Mayor Her was doing this with all department directors. Chief Henry wanted to meet at Mancini’s because it was only a few blocks from his house and he could walk home. Mayor Her texted him and asked whether Mancini’s served THC drinks, and the location was changed to the Lexington. Chief Henry asked whether he could bring his wife, Kiki, and Mayor Her said no. The meeting was then changed to Sweeney’s for Saturday at 6:00 p.m., and [REDACTED] sent the appointment. When Chief Henry arrived, Mayor Her asked whether he had always been “this beefy” or “this built.” She also said she had heard he was an excellent marksman. Chief Henry talked about his family. Mayor Her told him he was not at all what she had imagined in her head and described him as a big, strong guy. She asked what his ideas of her were, and he said he did not know her. Chief Henry asked the server for a nonalcoholic beer, and Mayor Her ordered a THC drink. After the server walked away, Mayor Her asked why he was not drinking. Chief Henry said he did not like to drink and drive. Mayor Her responded that she could give him a ride home. Chief Henry stated that he felt Mayor Her was flirting with him when she said this. Mayor Her asked whether he wanted to be her “friend.” Chief Henry said he hoped they were friends and noted that he had been friends with Mayor Carter.

Mayor Her sat across from him at Sweeney’s, placed her hands cupping her face, and said they needed to have a close relationship. She then said, “This isn’t going to work.” Mayor Her told him he could be her friend, be just an employee, or he could go, which Chief Henry understood to mean stop being Chief. Chief Henry said he did not know how she wanted him to answer, and Mayor Her repeated that it was not going to work. Mayor Her talked about being the hardest working person in the City and said the job had wrecked her marriage. Chief Henry responded that her marriage was not wrecked because she and her husband were still together. Mayor Her said it was wrecked and would never recover. Chief Henry stated that his relationship with his spouse³ did not come up. Pay also came up, and Chief Henry said the situation felt retaliatory. He noted that Mayor Her gave the fire department a raise right away after taking office and that the City handled the pension component correctly for the fire department. Mayor Her smiled, shrugged and raised her hands with her palms facing up, which Chief Henry interpreted as conveying that because he was not being nice to her, he would not receive similar things. He stated that he pointed out the power dynamic because Mayor Her had authority to fire him and told Mayor Her

³ Although Chief Henry is not legally married, he referred to his long-time partner as his spouse, so that is how she will be referred in this report.

he was uncomfortable with that dynamic. According to Chief Henry, Mayor Her did not appear to understand. Mayor Her said at one point, "I want a relationship with you." Chief Henry responded that she had invited him and he had come, and that because she was the Mayor, he had to attend. Mayor Her put her hands around her face and said, "Why does this keep happening to us?" Chief Henry stated that when he left, the substitute driver was someone who worked with him [REDACTED]. Chief Henry believed Mayor Her had been asking the driver for information about him. Chief Henry told his spouse about the meeting when he got home and how uncomfortable he was.

After the happy hour, at the end of March, Chief Henry's attorney Christopher Madel sent a letter to PERA and the City fixed the issue relating to the pension.

Chief Henry stated that Mayor Her had said she wanted to attend police department roll calls. He stated that he asked whether he could attend with her, but Mayor Her began attending on her own. Chief Henry told [REDACTED] that Mayor Her needed to stop attending roll calls without coordination. Chief Henry stated that the driver had been instructed to call ahead regarding where he was bringing Mayor Her, but Mayor Her would then tell the driver not to call. According to Chief Henry, [REDACTED] said she talked to Mayor Her about the issue, and Mayor Her responded that she could go where she wanted. Chief Henry stated that [REDACTED] agreed that Mayor Her should not be doing that. Chief Henry stated that on March 2, 2026, [REDACTED] texted him and said Mayor Her had "gone rogue" and stopped at two different roll calls. When Chief Henry arrived at the gym that morning, Mayor Her was not there. The commander of the East District approached him and asked whether he had heard what was going on. Chief Henry stated that he had heard complaints about Mayor Her attending roll calls. He had not heard that she was participating, only that she was attending.

Chief Henry stated that a [REDACTED] asked him about Mayor Her simply showing up at roll calls. The [REDACTED] indicated [REDACTED] had to sanitize some information because of Mayor Her's presence at the roll call. Chief Henry characterized Mayor Her as constantly prodding to get his attention.

Chief Henry stated that later that afternoon, [REDACTED] asked to take him to dinner, and he declined. [REDACTED] told him [REDACTED] had spoken with Mayor Her about the possibility that Chief Henry felt Mayor Her was trying to push him out of his job. [REDACTED] also described how Mayor Her characterized their "date." Chief Henry told [REDACTED] that he did feel Mayor Her was trying to get rid of him and relayed the incidents to [REDACTED]. [REDACTED] said that in two weeks Mayor Her was going to revisit or reach out to him regarding whether he was going to be "her friend." [REDACTED] stated that [REDACTED] did not believe he was being asked to make a choice or being intimidated. Chief Henry responded that anyone in Human Resources would view the situation as inappropriate. He also discussed the endorsement issue and Mayor Her's comments regarding same with [REDACTED]. The call lasted approximately 45 minutes.

Chief Henry stated that the following day he had a meeting with Mayor Her and [REDACTED]. During the meeting, Mayor Her repeatedly told [REDACTED] that it was time for [REDACTED] to leave. Chief Henry asked a question in an effort to keep [REDACTED]

in the room. [REDACTED] left, and Chief Henry was then alone with Mayor Her for approximately 10 minutes.

Chief Henry stated that two nights later, Mayor Her called him at approximately 8:05 p.m., and they spoke for approximately six minutes about an outdoor range visit that had already been discussed.

Chief Henry stated that on March 6, 2026, he spoke with [REDACTED] at approximately 11:50 a.m. [REDACTED] said Mayor Her was upset because Chief Henry had not called her back and had stated, "I think he likes you more than he likes me." Chief Henry told [REDACTED] that he had spoken with Mayor Her the previous night. [REDACTED] appeared confused. Chief Henry told [REDACTED] that Mayor Her continued to suggest he was not responding to her when he actually was. [REDACTED] repeatedly asked whether he was sure he had spoken with Mayor Her.

Chief Henry stated that [REDACTED] later contacted him and said [REDACTED] had spoken with [REDACTED]. According to [REDACTED] there had been a discussion with Mayor Her about not having close relationships with people and about not simply showing up at places (like roll call). Chief Henry also heard that Mayor Her was bringing the driver into meetings and that a business leader had complained. Chief Henry spoke with [REDACTED] about why he believed the conduct was inappropriate.

Chief Henry stated that on March 15, 2026, Mayor Her called him and asked how his weekend was. He responded that it was alright, and Mayor Her chuckled. Mayor Her said she wanted to tell him about her conversation with the new school superintendent and proceeded to explain matters that Chief Henry stated he already knew. Chief Henry described the call as having no real purpose.

Chief Henry stated that on March 18, 2026, he attended the first police budget presentation for the upcoming year. The meeting included Mayor Her, [REDACTED], [REDACTED], and Chief Henry. The meeting took place in Mayor Her's conference room. Chief Henry stated that he had developed a routine to avoid being hugged by Mayor Her by being the last person to sit down, carrying items in his hands, and pretending to be on the phone. He sat at the end of the table. Mayor Her said she could not see the numbers on the screen. Chief Henry offered to switch places with her, but Mayor Her said, "No, I'll come to you." She wheeled her chair next to him and reached over, placing her hand on his leg approximately 40% up his leg the first time and approximately 60% up his leg the second time. His legs were under the table. On the second occasion of Mayor Her touching his leg, Chief Henry moved his chair back and did not return to the table. As they were leaving, Mayor Her said she made her staff cry. When the elevator doors closed, [REDACTED] told Chief Henry that he had seen Mayor Her put her hand on Chief Henry's thigh one time when Chief Henry pushed his chair away. Chief Henry stated that this was why he chose [REDACTED] when he made his complaint.

Chief Henry stated that on March 23, 2026, [REDACTED] called him about Mayor Her wanting to take her driver with her to Washington, D.C. Chief Henry stated that other

mayors had not done this. [REDACTED] reportedly told someone that [REDACTED] felt [REDACTED] was in a compromised position and felt [REDACTED] could not say no to Mayor Her. Chief Henry stated that [REDACTED] initially appeared to agree with him. [REDACTED] later called Chief Henry back with Mayor Her on speakerphone and acted completely different, presenting the issue as significant. Mayor Her said this was not a battle she wanted. Chief Henry also stated that during the weekend of the No Kings rally, Mayor Her said she would not have a driver.

Chief Henry stated that [REDACTED] Chief Henry stated that Mayor Her walked around and heard rumors that were later brought up to him. [REDACTED] told him Mayor Her had heard [REDACTED] Chief Henry asked where Mayor Her heard that, and [REDACTED] would not say, but Chief Henry believed it came from [REDACTED] When Chief Henry asked legitimate questions about the driver details for overnight and out of state visits, Mayor Her accused him of withholding perks.

Chief Henry stated that they provided Mayor Her with a framework for having a driver outside the city, including that the City Attorney would need to agree to assume the related risk. Chief Henry stated that he and others were repeatedly told that Mayor Her had not yet spoken with the City Attorney. The issue of the driver leaving the state became a significant point of contention. [REDACTED] said Chief Henry was not responding, and Chief Henry repeatedly stated that he had responded to everything.

Chief Henry stated that Mayor Her obtained a new phone number in March.

Chief Henry stated that [REDACTED] accused him of not responding, but he believed the allegations were coming from Mayor Her.

Chief Henry stated that on March 24, 2026, [REDACTED] asked to speak with him. He told [REDACTED] about the “phantom” phone calls, Mayor Her saying she wanted [REDACTED] more involved, and his concern that if Mayor Her wanted to get rid of him, she should simply do so. [REDACTED] distanced [REDACTED] from Mayor Her and said some of the conduct was strange, but that no one was trying to get rid of him. [REDACTED] also brought up the photographs again. Chief Henry did not tell [REDACTED] about the thigh incident because he was not sure whether he could trust [REDACTED] He asked [REDACTED] to simply tell him if Mayor Her was trying to get rid of him.

Chief Henry stated that the next day at the gym, [REDACTED] began laughing and said, “You won’t believe what Mayor Her sent me.” [REDACTED] asked about it. Chief Henry walked back and saw the picture. Chief Henry told [REDACTED] the picture was inappropriate, and [REDACTED] responded that Mayor Her was just trying to be funny. Chief Henry reiterated that it was inappropriate. The text had been sent to [REDACTED]. Chief Henry spoke with [REDACTED] about how the conduct would be inappropriate if directed toward a woman, and [REDACTED] said [REDACTED] had not thought about it that way. Chief Henry stated that the text was sent to [REDACTED] personal phone. Chief Henry stated that he did not know how Mayor Her obtained [REDACTED] personal cell phone number.

Chief Henry stated that approximately three weeks earlier, [REDACTED] had transferred onto 6th floor and had a hot dog steamer. The 6th floor was apparently having “Weiner Wednesdays,” but Chief Henry claimed he was not really aware of it.

Chief Henry stated that he regretted waiting 24 hours to report the text. He stated that this was when he realized the conduct was extending beyond him.

Chief Henry stated that on the morning of March 26, 2026, [REDACTED] gave him and [REDACTED] cards expressing appreciation. Chief Henry then asked to meet with [REDACTED] Chief Henry, [REDACTED] met with them.

Chief Henry stated that on March 27, 2026, [REDACTED] told him [REDACTED] had called and said [REDACTED] reported that Mayor Her had learned [REDACTED] could not go out of state. Mayor Her was very upset. [REDACTED] told [REDACTED] that Mayor Her planned to come to headquarters and confront them. [REDACTED] advised them to have a witness and said conversations with Mayor Her could be “complicated.” [REDACTED] told Chief Henry that Mayor Her was trying to get him to call her. Mayor Her never showed up.

Chief Henry stated that the following week, Mayor Her changed her mind or was convinced to accept the driver situation. Chief Henry stated that the situation was characterized by Mayor Her as denying Mayor Her a perk because she was not allowed to take a driver out of town.

Chief Henry stated that Mayor Her and others continued pointing to Minneapolis as the model. Chief Henry called [REDACTED] who essentially said [REDACTED] was doing what was necessary to appease [REDACTED] despite the issues. [REDACTED] said [REDACTED] spoke with another Minneapolis employee who said Minneapolis was facing potential liability.

Chief Henry stated that if Mayor Her traveled out of town, they wanted two drivers to accompany her. Chief Henry stated that he had concerns about sending drivers out of town when texts like the one sent to [REDACTED] had occurred.

Chief Henry stated that [REDACTED] said they needed to speak with [REDACTED] and would meet on Monday. Chief Henry went home and told his spouse about the situation and said he felt like he had ended his career. His spouse was concerned about her own career and the need to maintain good relationships with the City.

Chief Henry stated that he met again with the [REDACTED] and he retold them everything. Chief Henry stated that they discussed that he did not have to be a complainant and asked what he wanted out of the situation. Chief Henry did not like that they continued asking what he was trying to get out of it, as though he had an agenda.

Chief Henry stated that on April 8, 2026, he went into [REDACTED] office. Chief Henry stated that [REDACTED] knew he was addressing the text [REDACTED] received from Mayor Her. [REDACTED] said [REDACTED] had just gotten off the phone with [REDACTED] who asked what was going on

with Chief Henry and Mayor Her. [REDACTED] stated that [REDACTED] had warned Mayor Her that she could not talk to people the way she did and that she was going to get herself in trouble.

Chief Henry stated that on April 12, 2026, Mayor Her sent his spouse a text message containing a picture of Mayor Her and the spouse's sister. Chief Henry stated that on April 19, 2026, Mayor Her offered him eggs from her chickens. These text messages are marked as Exhibit 17.

Chief Henry stated that on April 21, 2026, there was a budget retreat for directors only. [REDACTED] was the [REDACTED] for the police department, and Chief Henry asked [REDACTED] whether he could bring [REDACTED]. [REDACTED] said she would look into it and later told him he could not bring [REDACTED]. When Chief Henry arrived, he observed that people other than directors were present. At the beginning of the retreat, attendees were asked to write something inspirational on an index card. Chief Henry wrote "maintenance workers." Approximately 35 people completed cards. Chief Henry waited outside and pretended to be on the phone so he could wait for Mayor Her to sit down. [REDACTED] [REDACTED] were sitting next to each other, so Chief Henry sat near [REDACTED]. Chief Henry stated that Mayor Her guessed that approximately 70% of the cards were his, and others also commented that they did not understand why she kept guessing him. Lunch was brought in, but Chief Henry did not eat. While he was near the table with drinks, [REDACTED] and Mayor Her approached. Mayor Her put her hand on Chief Henry's back and said, "Hey Chief, how are you doing?" Chief Henry looked at [REDACTED] and Mayor Her reached up and tried to fix his collar. Chief Henry stated that he was annoyed [REDACTED] did not act as a "buffer" as [REDACTED] had said [REDACTED] would. Chief Henry stated that Mayor Her later came over and asked to speak with him privately. They stepped outside the pavilion, and Mayor Her said letters were going out regarding whether directors were leaving or staying. Mayor Her told him he was not in that situation and said she just wanted him to know she was not firing him. Chief Henry stated that it felt very strange that the first time he saw Mayor Her in person after he filed his complaint, she pulled him aside to tell him she was not firing him. [REDACTED] was not present and Chief Henry did not know where [REDACTED] was.

Chief Henry stated that attendees were divided into subgroups and that he was grouped with [REDACTED]. [REDACTED] told Chief Henry [REDACTED] had seen Chief Henry's spouse testifying. Chief Henry stated that his spouse told him a county commissioner had called her about the testimony and then asked how things were going with her and the City. Chief Henry's spouse said she was somewhat frustrated with the City's funding for projects. [REDACTED] said she was hearing things about inappropriate conversations and texts by Mayor Her. Chief Henry's spouse said she did not know about it. [REDACTED] said it would not be new. Chief Henry stated that his spouse was worried about how the situation would affect her job.

Chief Henry stated that after the complaint but before the interview, Mayor Her asked to meet with him. He left his office door open and pretended to be on the phone. Mayor Her said she wanted to keep the matter private and discussed promoting someone to [REDACTED] and promoting [REDACTED]. Mayor Her asked Chief Henry to help convince [REDACTED] to work for her. Chief Henry told her that

it was [REDACTED] decision and that Mayor Her needed to determine with administration whether there was a lawful way to do it before offering [REDACTED] the position. Chief Henry said he would not be involved in convincing [REDACTED] to do anything. Later, [REDACTED] returned from [REDACTED] and Mayor Her called Chief Henry to ask what [REDACTED] had said. Chief Henry responded that [REDACTED] had not said anything because Mayor Her was supposed to figure out the administrative issues. Mayor Her said she had worked it all out and thought she had told him. Chief Henry called [REDACTED] into his office and told [REDACTED] about the situation. [REDACTED] said [REDACTED] and appeared to be asking Chief Henry what [REDACTED] should do. Chief Henry stated that he found Mayor Her's interest in promoting [REDACTED] suspicious because [REDACTED] was identified in connection with the photographs. Chief Henry believed Mayor Her was trying to bring [REDACTED] close to her.

Chief Henry stated that on April 27, 2026, he was asked to participate in a telephone call with the [REDACTED]. [REDACTED] said Mayor Her wanted to know whether [REDACTED] could still work for [REDACTED]. [REDACTED] also said Mayor Her wanted to bring [REDACTED]. Chief Henry stated that he could not be on the call and disconnected. That night, he sent an email to [REDACTED]. [REDACTED] Chief Henry provided a copy of this email and it is attached as Exhibit 18.

Chief Henry stated that Mayor Her made a data request specifically regarding Whole Foods. Whole Foods was the one job contract Chief Henry ran through his private LLC. Chief Henry received a text from Mayor Her stating that she needed to speak with him and that she would be without her phones for a period of time. This occurred after Chief Henry had said he did not want to be involved in the [REDACTED]. Mayor Her called him at approximately 7:20 a.m. [REDACTED] then came into Chief Henry's office and asked to speak with him. Chief Henry stated that [REDACTED] and said [REDACTED] had spoken with Mayor Her the previous night and then met with [REDACTED]. [REDACTED] said [REDACTED] had been encouraged to speak with Chief Henry. Chief Henry told [REDACTED] he was not going to weigh in on the matter.

Chief Henry stated that the [REDACTED] emailed and said Mayor Her had been told not to contact him about [REDACTED]. Chief Henry stated that on May 4, 2026, he and [REDACTED] met with [REDACTED] and discussed [REDACTED] taking the position and when it would begin. When Chief Henry returned home that afternoon, he received a text from [REDACTED]. Chief Henry called [REDACTED] who said [REDACTED] had just spoken with Mayor Her and that Mayor Her said [REDACTED] should call Chief Henry to figure out [REDACTED]. Chief Henry told [REDACTED] that he was not supposed to be involved in the matter.

Chief Henry identified [REDACTED] as important individuals to interview.

June 20, 2026 Continued Interview of Chief Henry

Chief Henry stated that everyone knew a complaint had been made and that Mayor Her knew he was the complainant. Chief Henry stated that he told [REDACTED] that he felt Mayor Her's conduct was retaliatory. He stated, "I was better off when I was being sexually harassed."

Chief Henry stated that Mayor Her made comments such as, "This isn't the only thing I am upset with you about." He stated that Mayor Her made that comment on May 22, 2026.

Over the past few months, the driver detail for overnight trips had become an issue. Chief Henry stated that Mayor Her decided she wanted out-of-state travel and overnight trips with a driver, which had never been done in the City's history. Chief Henry reached out to prior police Chiefs about how to handle it. He stated that he kept hearing from Mayor Her and [REDACTED] that all other Mayors had this. They developed a protocol requiring that if officers were sent out of town overnight, two officers would go and the schedule would need to be known. During the first or second week of April, Mayor Her planned a trip to Washington, D.C. Chief Henry was also going to Washington, D.C., for a memorial service on Tuesday. Chief Henry texted [REDACTED] to ask whether Mayor Her was going to Washington, D.C. The protocol had been approved by [REDACTED]. [REDACTED] said Mayor Her wanted to take only [REDACTED]. Chief Henry called [REDACTED] to determine what was happening. [REDACTED] repeatedly insisted that Mayor Her only wanted to bring [REDACTED]. [REDACTED] said they were waiting for the threat assessment from the Police Department. Chief Henry stated that it was important to follow the protocols. [REDACTED] said [REDACTED] would get back to him. The next night, [REDACTED] said Mayor Her wanted only one driver. Chief Henry said they would send [REDACTED] because [REDACTED] had security training. Chief Henry later learned Mayor Her was upset about that decision.

Chief Henry stated that Mayor Her had another trip planned to Boston, and Mayor Her traveled with two drivers, [REDACTED].

Chief Henry stated that Mayor Her often said she was the hardest working person and worked seven days a week with sixteen-hour days. The driver schedule was changed to an A-B schedule. Chief Henry asked [REDACTED] to create a schedule, and [REDACTED] sent the document to [REDACTED]. Chief Henry stated that [REDACTED] was paid overtime every day [REDACTED] worked more than eight hours. Mayor Her had [REDACTED] sit in on all meetings. Chief Henry stated that he did not understand that he needed Mayor Her's approval to finalize the security detail. During the meeting, he made it clear that the arrangement could not continue with only one driver. Chief Henry stated that the City was still paying \$800 to \$1,200 per week unnecessarily in overtime. [REDACTED] assured him they would have these conversations with Mayor Her. [REDACTED] also knew the Mayor's Office could hire a retired police officer who could travel.

Chief Henry stated that when he approved the schedule, he sent it to [REDACTED]. [REDACTED] did not tell Mayor Her, and Mayor Her later said she learned from [REDACTED].

that [REDACTED] schedule was changing. [REDACTED] began texting Chief Henry during his dinner with a fallen officer's family.

Chief Henry stated that as a result of the meeting, he exchanged emails with Mayor Her asking whether she believed she could dictate who made personnel decisions. Chief Henry stated that he still had authority to have input on the driver. [REDACTED] was not an original applicant, but [REDACTED] expressed interest, so that is why [REDACTED] was assigned to the A-B schedule. The department contacted other applicants, but they were no longer interested.

Chief Henry stated that [REDACTED] had said things such as [REDACTED] "centers" Mayor Her. Chief Henry stated that he did not believe that was [REDACTED] role and finds this very inappropriate.

Chief Henry stated that they changed the driver schedule and added another person. Chief Henry stated that Mayor Her's opportunity to evaluate the driver would be to have the officer drive her. Chief Henry stated that the driver did not have a separate budget and that the cost came from the Police Department's budget.

Chief Henry stated that no one in the past had traveled out of state with the Mayor and that providing 112 hours per week of driver coverage was unheard of. Chief Henry stated that during the meeting with Mayor Her, he asked [REDACTED] whether [REDACTED] was going to remain silent when the issue had been previously discussed.

Chief Henry stated that [REDACTED] schedule still involved eight hours per day and that the union had concerns about it. [REDACTED] told Chief Henry they had spoken with the union and that the union did not view it as a significant issue. Chief Henry stated that he was trying to keep the peace. Chief Henry stated that, during the meeting, [REDACTED] asked them to get along better. [REDACTED]

[REDACTED] Chief Henry believes this illustrates the point that he gets to decide what personnel are assigned to the driver detail. He stated that the [REDACTED] said [REDACTED] and Chief Henry asked for that position in writing. When pressed, [REDACTED]

Chief Henry stated that on the morning of the continued interview, [REDACTED] texted [REDACTED] and Chief Henry about something [REDACTED] had sent the prior night. Chief Henry stated that the issue had already been discussed at the last directors' meeting. [REDACTED] said [REDACTED] had received the message, but [REDACTED] had not sent it to Chief Henry. The message involved a Facebook post about an incident involving fireworks in Oakdale. [REDACTED] had been texting [REDACTED] and Mayor Her with positive news about how they responded to the incident. [REDACTED] responded and added Chief Henry. After Chief Henry was added, Mayor Her began asking questions and became negative, although this occurred after Chief Henry added information about a downtown situation. Chief Henry stated that he felt [REDACTED] and Mayor Her looked for problems and continued to focus on them.

Chief Henry stated that [REDACTED] said [REDACTED]
[REDACTED] On Saturday, Mayor Her texted [REDACTED] asking where [REDACTED] was. Chief Henry believes [REDACTED] is given information that [REDACTED] does not relay to Mayor Her and that causes problems. Chief Henry also described an event where he and Mayor Her were required to sit together. He looked over and observed [REDACTED] smiling.

Chief Henry stated that there was a heated argument with Mayor Her in January 2026. Mayor Her told him he needed to be a politician and said he had not shown up for the Hmong community. Chief Henry stated that he had attended a Hmong event in January 2025; Mayor Her told him he was not well received and said nobody in the Hmong community liked him. Chief Henry stated that, during the argument in January 2026, he never raised his voice, and at one point he asked Mayor Her to sit down.

Chief Henry also stated that Mayor Her took all of his protein shakes one week and that he viewed this as a boundary issue.

Chief Henry discussed [REDACTED] and stated that [REDACTED] was a mentor to [REDACTED]. Chief Henry did not know how the issue arose, but stated that [REDACTED] said [REDACTED] approached by Mayor Her in the locker room and that something was said about her breasts. Chief Henry stated that he did not know what [REDACTED] thought about the comment and that he never contacted [REDACTED] about it.⁴

Chief Henry denied having a conversation with [REDACTED] about disclosing his location for golf.

Chief Henry stated that he heard [REDACTED] said [REDACTED] heard Mayor Her was being abusive to staff members and had a history of that behavior, and that [REDACTED] hoped Chief Henry was not dealing with it.

Chief Henry stated that, in the beginning, he did not think Mayor Her's conduct involved sexual advances, but as the conduct continued, he came to believe that it did.

Chief Henry stated that he believed the photograph of him, [REDACTED] was gone for weeks. He took the picture frames down, brought them out, and spoke with [REDACTED] was with Mayor Her when Mayor Her returned the photograph. [REDACTED] said Chief Henry clearly was not happy with what had occurred. Chief Henry stated that after that incident, he began locking his office.

Chief Henry stated that he did not simply tell Mayor Her to stop because she could fire him or retaliate against him by targeting his budget.

Chief Henry stated that the person Mayor Her had turned out to be was not who he thought she was. He referenced the way Mayor Her responded to him and treated him

⁴ Attempts were made to contact [REDACTED], but the investigator's phone calls were not returned.

after the complaint. He stated that during meetings in Mayor Her's office, she said, "These aren't all my complaints."

Chief Henry stated that he believed it would be better to interact directly with Mayor Her and that [REDACTED] was not a good option for communication. Chief Henry does not feel [REDACTED] has been a "buffer" at all.

Chief Henry denied that the complaint was politically motivated.

Chief Henry stated that Human Resources was on the phone during a meeting attended by the [REDACTED] and [REDACTED]. Chief Henry said he felt he was being retaliated against. [REDACTED] asked [REDACTED] whether [REDACTED] heard that, and [REDACTED] indicated [REDACTED] did. [REDACTED] left the meeting shortly thereafter.

Mayor Kaohly Her

In person interviews of Mayor Her were conducted on June 8, 2026, June 12, 2026, and August 24, 2026 at City Hall. Phone interviews of Mayor Her were also conducted on June 26, 2026 and July 31, 2026. Attorney Charles Nauen attended the interview on August 24, 2026. At the beginning of her interview on June 8, 2026, Mayor Her reviewed and signed a Tennesen Warning.

June 8, 2026 Interview of Mayor Her

Mayor Her stated that she was born in Laos and came to the United States when she was three years old. She moved to Minnesota in 1991 and has lived in several areas throughout the country. Mayor Her stated that she worked in investments and finance for approximately fifteen years. Mayor Her stated that when she returned to work, she transitioned into philanthropy. In 2018, St. Paul Mayor Melvin Carter selected her to serve as his policy director. She later ran for office as a State Legislator, took office in 2019, and served as a State Representative for seven years. Mayor Her stated that she is the first Asian Pacific Islander and refugee to serve as Mayor of St. Paul.

Mayor Her stated that when conflict occurs, she does not assume that the conflict is because she is a woman or a woman of color. Mayor Her stated that she had a very good experience with the [REDACTED]. She stated that she has experienced significant resistance from the Police Department. According to Mayor Her, the Police Department is very hierarchical, so she could not identify one specific person responsible for the resistance. She stated that the resistance seemed to shift over time. Initially, she did not question why things were changing, but a few months before the interview she began pushing back.

Mayor Her stated that her first interactions with the Police Department were very positive. She stated that the Police Department was one of the first departments to reach out to her. During the same week that Melissa Hortman was murdered, a video circulated that Mayor Her believed was intended to incite anger and violence toward her. Another video encouraged a Hmong man to kill her. Mayor Her reported the videos, and they were investigated. She stated that St. Paul Police were called when there was suspicious activity around her house. Mayor Her stated that Chief Henry was very nice to her and that [REDACTED] was sent to her home. Chief Henry arranged for her to have security before she took office. Mayor Her stated that she deferred to the Police Department and sought its opinions regarding what she could do.

Mayor Her stated that she knew the prior administration and the Police Department had a contentious relationship. She stated that she became very close to the individuals on the sixth floor and considered them friends. From November through December 2025, and until approximately mid-January 2026, Mayor Her believed they were friends. She stated that once she began pushing back, she noticed a change. Mayor Her stated that she and Chief Henry had two arguments about how to respond to Metro Surge. The arguments occurred in Chief Henry's office, and during one of them, he told her to leave. Mayor Her stated that the relationship has been on a continual downhill spiral since then.

Mayor Her stated that she became very good friends with everyone on the sixth floor. Mayor Her stated that people were encouraging her to investigate Chief Henry and the Police Department regarding the Rose Street incident, which involved ICE chasing individuals who then ran into a house. Mayor Her stated that there was an internal investigation and that the internal investigation was still pending.

Mayor Her stated that she did not remove all department heads when she took office. Mayor Her explained that Police and Fire have different hiring processes because there is a community assessment. She stated that she told Chief Henry she would not have fired him and would have asked him to remain in his position. Mayor Her stated that this conversation occurred at the end of March or beginning of April.

Mayor Her stated that Chief Henry invited her to cigar club and that she was the first woman involved in that setting. She stated that Chief Henry invited her to have cigars with him and the [REDACTED]

Mayor Her stated that she brought egg rolls to the Police Department after the Rose Street incident to recognize how hard the officers' work was. She stated that Chief Henry called her and told her that no one had done that before.

Mayor Her stated that officers asked her to work out at the gym. She stated that [REDACTED] picked her up every morning to work out and that Chief Henry told her the officers liked seeing her there. Mayor Her stated that individuals on the sixth floor were telling her the same thing and that officers invited her up to the sixth floor.

After Mayor Her and Chief Henry had an argument, Mayor Her stated that she decided to give the officers a break. She told Chief Henry at the end of January that she would limit her time at the gym and would not come as often, and she stopped going in February. Mayor Her stated that she stopped going to the police gym in March and returned to Anytime Fitness. Mayor Her stated that she would joke around at the gym. She stated that when [REDACTED] skipped a week, she would say, "Oh, you're going to lose all your muscles." She stated that she made comments about being "beefy," but only in the context of everyone talking about their muscles and bodies. Mayor Her stated that she rarely initiated conversations in the gym.

Mayor Her stated that she and [REDACTED] discussed their ages and their bodies. Mayor Her stated that [REDACTED] told her she had great legs. Mayor Her stated that she did not specifically remember talking about breasts with [REDACTED]

Mayor Her stated that she has never been shy about the fact that men have been the individuals sharing their social and political capital with her. Mayor Her stated that Chief Henry would tell her that a dress fit her nicely or that a dress emphasized the right places. She stated that Chief Henry also told her she must have a large closet because he had never seen her wear the same outfit twice. Mayor Her stated that Chief Henry made these comments in front of other people.

Mayor Her stated that [REDACTED], would call [REDACTED] and that individuals would give each other the middle finger. Mayor Her stated that she felt she needed to match that culture in order to fit in with the Police Department.

Mayor Her stated that Chief Henry commented on her body every day and that [REDACTED] did as well. She stated that this was simply the culture of that office. Mayor Her stated that she chose not to be offended by it, but she would have said something if the comments had been directed toward another woman. She stated that she was trying to build relationships with them. Mayor Her stated that she was still getting to know people and recalled a conversation in which they were joking around. She stated that the system is unfair because a woman may get away with something that a man could not get away with. Mayor Her denied saying that she would get away with something by accusing someone of grabbing her.

Mayor Her stated that very few people endorsed her and that she and Chief Henry were often joking. She stated that she knows [REDACTED] Mayor Her stated that she asked [REDACTED] whether Chief Henry had a sense of humor, and [REDACTED] said he had a great sense of humor and that Mayor Her should joke around with him. Mayor Her stated that, on one occasion, Chief Henry's truck was parked over the line, so she took a picture and sent it to him with a comment such as, "Who does this guy think he is?" She stated that Chief Henry never responded. Mayor Her stated that she asked [REDACTED] whether he had a sense of humor, and [REDACTED] said yes and that he was funny. Mayor Her stated that [REDACTED] also encouraged her to joke around with Chief Henry.

Mayor Her stated that she talked to [REDACTED] about the pictures first, and [REDACTED] said the pictures were hilarious. Mayor Her stated that [REDACTED] helped her get into Chief Henry's office. Mayor Her stated that Chief Henry did not notice the pictures for approximately one week. She stated that she was trying to build a culture where they could joke around. Mayor Her stated that everyone encouraged her and thought it was fun. Mayor Her stated that she used an airbrush application to create the pictures.

Mayor Her stated that she was told [REDACTED] Chief Henry, [REDACTED] so she created a "boy band" picture of them together. She stated that they were the [REDACTED] so she created another picture of [REDACTED] in small workout shorts. Mayor Her stated that she only used the [REDACTED] male bodies because they worked out together. Mayor Her said that she now recognizes that the picture may have been offensive if it had involved women. Mayor Her stated that the officers always talked about how strong and tough they were, so she created the UFC picture.

Mayor Her stated that she checked in with [REDACTED] and they said the pictures were hilarious. She stated [REDACTED] even asked for a small version of the UFC picture, which [REDACTED] framed and placed next to [REDACTED] desk. Mayor Her stated that [REDACTED] said [REDACTED] did not have one and wanted one, then sent her a picture for her to use.

Mayor Her stated that someone helped her put up the pictures, but she could not recall who. She stated that she taped her picture on top of the picture in [REDACTED] offices. Mayor Her stated that the next day, she went in and [REDACTED] and [REDACTED] said the pictures were funny. She stated that [REDACTED] said [REDACTED] was going to replace the picture with President Bush with her picture. Mayor Her stated that [REDACTED] asked her to sign the picture and said [REDACTED] was going to frame it and hang it up. Mayor Her stated that [REDACTED] told her it was funny and that they could not figure out who had done it.

Mayor Her stated that no one was around when she put up the pictures, so [REDACTED] did not stop her. Mayor Her stated that [REDACTED] asked her to speak at a women's leadership event after the picture incident and told her that the picture incident was very funny.

Mayor Her stated that when Chief Henry realized the pictures were there, he said they were very funny. She stated that she asked whether she should take them back, and Chief Henry showed her that he had put them away in a closed cabinet. Mayor Her stated that Chief Henry said they were funny and that he wanted to keep them. Mayor Her stated that when Chief Henry took the UFC picture down, she brought the picture she had taken back.

Mayor Her stated that she had no idea Chief Henry was upset by the pictures. She stated that Chief Henry had an entire conversation with her about how funny they were. Mayor Her stated that she used to do this type of thing at the Legislature. She stated that after Chief Henry took the picture down, she thought he may not have liked it, but he told her it was funny.

Mayor Her stated that she would joke that Fire had endorsed her and that Chief Henry would laugh about it. She stated that once Chief Henry said something about how the Police Department does not endorse, she realized it may have been a sensitive topic and did not joke about it again.

Mayor Her stated that Chief Henry golfs every Friday. She stated that she went in to meet with him, and [REDACTED] told her he was golfing. Mayor Her stated that [REDACTED] told her he golfs in Woodbury. Mayor Her asked whether it was okay to drop in, and [REDACTED] texted her the address. Mayor Her stated that [REDACTED] later asked how it went. The text messages provided by Mayor Her confirm she was given the location of Chief Henry by [REDACTED]

Mayor Her stated that Chief Henry sent her text messages of himself [REDACTED] golfing and said she should join them. The text messages provided by Mayor Her confirm this invitation was made by Chief Henry.

Mayor Her stated that she has not deleted any text messages.

Mayor Her stated that she tells everyone she is alone a lot. She stated that she bought a hobby farm in Stillwater. Her father used to live there, but her parents returned to their house three or four years ago. Mayor Her stated that her husband was a dairy farmer growing up and that, to keep the farm, her husband has to be at the farm. She stated that

she talks to her husband once a week and that they are secure enough in their relationship that they do not have to be together all the time. Mayor Her stated that she was not trying to invite anyone to her house. She stated that she is faithful in her marriage, has never invited men over, and talks openly about how difficult politics can be on marriages. Mayor Her adamantly denied making statements to Chief Henry that would indicate she was interested in a sexual relationship with him. Mayor Her stated that the job is lonely. She stated that [REDACTED] told her she cannot be friends with staff.

With regard to the Academy graduation ceremony, Mayor Her stated that she does not know the ranking order and asked why some people's bars were bigger than others. She stated that she may have asked why the bars were bigger, but she did not intend the question to be sexual. Mayor Her stated that she does not recall saying she should have a MILF and does not think she is a MILF.

Mayor Her stated that [REDACTED] made her a nameplate that said [REDACTED] which [REDACTED] said was a combination of her name and [REDACTED]. Mayor Her stated that she thought they were all friends.

Mayor Her stated that when Operation Metro Surge was occurring, she had a conversation with Chief Henry after working out. She asked him what scenario would cause him to send officers to protect people and what ICE would have to do before he would protect people. Mayor Her stated that she told Chief Henry there had to be a line. Chief Henry told her there was only black and white, only right and wrong, and no gray. Mayor Her stated that she told him truth is subjective and that the justice system is different for people who are white and people who are Black and Brown. According to Mayor Her, Chief Henry told her she was wrong. Mayor Her stated that it was a long conversation and the first time they disagreed. She stated that Chief Henry usually spoke 90% of the time before that and that she had not challenged him or told him he was wrong before. Mayor Her stated that Chief Henry became angry when she said he was political. A few days later, Chief Henry brought up the conversation again and said he had asked a number of [REDACTED] and they all thought she was "off her rocker" for thinking there was gray in the issue. Mayor Her stated that she pushed him very hard for the first time and told him she would never tell him he was wrong. She stated that Chief Henry told her she was unreasonable, yelled, and told her to get out. Mayor Her stated that she told Chief Henry that he "sucks all the air out of the room" and that this was his response the first time she pushed back. She reminded him that he had said he would always be honest and told him he should consider that she would tell him the truth. Mayor Her stated that she said she thought they were friends and that they would have a problem if this was the case. According to Mayor Her, Chief Henry told her to come back and said he clearly had said something that offended her and there was repairing to do. Mayor Her stated that she thought their friendship was strong enough to weather the disagreement. She told him the dynamic would change, but she hoped they could be friends. Mayor Her stated that after that, Chief Henry stopped talking to her and stopped responding to her.

texts. She stated that this occurred in mid to late January.⁵ Mayor Her stated that she was trying to make things better and that this can be seen in the text messages. Mayor Her stated that she does not think anyone heard the conversation. Mayor Her stated that rumors were circulating that Chief Henry had kicked her out of his office and revoked her gym pass.

Mayor Her stated that following this disagreement was when Chief Henry began making policy changes regarding her travel with a security detail. She stated that Chief Henry said the changes were for officer safety. Mayor Her stated that, according to unnamed officers, the concern related to inappropriate conduct because she is female.

Mayor Her stated that she arranged the meeting with Chief Henry at Sweeney's because they needed to reset. She stated that Chief Henry was the only department head who did not meet with her at her office. Mayor Her stated that she told him the purpose of the meeting was to reset. She stated that they met for approximately two hours, and that Chief Henry talked for approximately an hour and a half. Mayor Her stated that when she began talking, they got into an argument. She stated that she was trying to learn about him, so he told her about his family, but he never asked about her. Mayor Her stated that once she began sharing about herself, they started arguing about something. According to Mayor Her, Chief Henry said, "Clearly anytime we talk about work, we are not going to agree." Mayor Her stated that she told him they would have a problem because she oversees the budget. At the end of the conversation, Mayor Her stated that she told Chief Henry he had three options. She told him she liked him and thought he was a good person, and that option one was that he could be her friend and they could work together. She stated that the second option was that he did not like her as a human being but they could still have a productive working relationship. She stated that the third option was that he did not like her as a human being and they could not work together, in which case he would not be the Chief. Mayor Her stated that she asked Chief Henry to make a choice, and he never has answered her question. Mayor Her still maintains that Chief Henry is not following her directive to give her a selection to the three options she presented.

Mayor Her stated that she does not think it is strange for someone to say they do not want to be her friend. She stated that Chief Henry said he was going to be brutally honest with her, so she expects him to make a choice. Mayor Her stated that Chief Henry never said anything about the power dynamic during their meeting at Sweeney's.

When asked about the pay issues and whether the money would be contributed to PERA, Mayor Her stated that she was not involved in decisions regarding pension contributions. She stated that the issue arose before the election and that she did not make any decisions about how it was paid out. Mayor Her stated that the Police Department has benefited from many things and operates very independently.

⁵ Mayor Her's text messages with Chief Henry confirm there was an apparent disagreement between the two on January 14, 2026, and following that disagreement, there was a noticeable change in the frequency and tone of the text messages.

Mayor Her stated that Chief Henry told her she could go wherever she wanted because it was her city. She stated that she wanted to visit all of the police stations. Mayor Her stated that they asked her to let them know ahead of time, but she said she did not want a curated experience. She stated that prior Mayors told her she did not need permission to go anywhere. Mayor Her stated that she asked them to set up roll calls for her to attend, but a month and a half passed and they had not done so. She stated that [REDACTED] worked with [REDACTED] but the roll calls still had not been arranged. Mayor Her stated that one day she asked her driver to take her to the East District for the second shift and to the West District for another shift. She stated that she learned a great deal and told officers she would advocate for more funding. Mayor Her stated that the officers were very appreciative. She later heard from other officers that she needed to schedule everything through [REDACTED]. Mayor Her stated that she was never given an explanation regarding alleged data concerns. She stated that she attended only two roll calls and has not been allowed to attend any more. Mayor Her stated that she spoke with Norm Coleman and Chris Coleman's team, who told her that male mayors were able to attend roll calls whenever they wanted. She also stated that she spoke with previous Police Chiefs about attending roll calls and they indicated that it should be allowed.

Mayor Her stated that the security detail issue concerns both travel and the number of hours worked. Mayor Her stated that individuals applied to be her driver, but the Department did not get through all of the applicants. She stated that she has since learned that they put her with the individuals they wanted her to pick. Mayor Her stated that she ultimately selected [REDACTED]. She stated that when she asked [REDACTED] why [REDACTED] wanted the job, [REDACTED] told her [REDACTED]. Mayor Her stated that [REDACTED] told her [REDACTED].

Mayor Her stated that after her relationship with Chief Henry deteriorated, the Police Department began saying [REDACTED] could not work as much, could not travel, and could not be directly ordered. She stated that a couple of weeks before the interview, she learned that they were assigning two drivers and had selected a female driver for her. Mayor Her stated that she told them she picks her driver and that she had heard from others (she did not identify who) [REDACTED].

Mayor Her stated that she told Chief Henry that all officers leaving the state as officers would have to take a test for the destination state, similar to what he was trying to implement for officers traveling with her. She stated that when officers recently traveled to Washington, D.C., they did not take that test.

Mayor Her stated that she may have touched Chief Henry's leg during the budget meeting. She denied rubbing his leg and stated that it was not a sexual touch. Mayor Her stated that she was never told it made him uncomfortable. She stated that people in the Police Department are physically affectionate with her and that [REDACTED] hug her. Mayor Her stated that by the end of March, Chief Henry had stopped talking to her completely.

██████████ stated that ██████████ drove her to Madison for an event. On the way back, they stopped at a gas station and she bought a hot dog. Mayor Her stated that ██████████ told her about “Weiner Wednesday” and explained it in detail. She stated that she asked why it was called Weiner Wednesday and said she would bring in the best hot dogs. Mayor Her stated that they joked about hot dogs and that she bought one. She stated that on March 25, 2026, she was going out of town. Mayor Her admitted sending a meme to ██████████. Mayor Her stated that she did not create the text accompanying the meme. She stated that she knows ██████████ were not offended by the text. Mayor Her stated that she reviewed every communication and found nothing inappropriate. She stated that the text message was the only communication that could even be concerning.

Mayor Her stated that ██████████ gave her their personal cell phone numbers to her. Mayor Her stated that officers ██████████ were talking about the investigation and said ██████████ was in trouble for the meme. Mayor Her stated that officers suspected Chief Henry raised the concerns because they did not have problems with her conduct. Mayor Her stated that she had no idea Chief Henry was the person raising concerns.

Mayor Her stated that her ██████████ left at the end of March and that she had already offered the position to two other people who could not accept it. Mayor Her stated that she decided to make ██████████

She stated that she wanted to find someone the police respected. Mayor Her stated that she asked ██████████ who ██████████ thought would be good and, in the meantime, asked people in the community. She stated that the school said ██████████ was great, and a community member also raised ██████████ name. Mayor Her stated that ██████████ said it was not a good idea because ██████████ but ██████████ said it was a great idea. Mayor Her stated that she called Chief Henry about it and Chief Henry said he was not surprised ██████████ name kept coming up. She stated that she asked Chief Henry whether ██████████ thought ██████████ would be interested, and Chief Henry said ██████████ did not know. Mayor Her stated that she asked whether she should talk to ██████████ or whether Chief Henry should, and Chief Henry said ██████████ would talk to ██████████. Mayor Her stated that Chief Henry told her about different options. She stated that ██████████ said ██████████ was very interested in the position and that Chief Henry seemed surprised ██████████. Mayor Her stated that she did not involve ██████████ because it was her decision anyway and ██████████ was not in support of her choice. She stated that things the police previously would not do with the ██████████ are now being done, and she considers ██████████ a great fit. Mayor Her stated that all agreed that if ██████████ ██████████ Mayor Her stated that Chief Henry does not understand the amount of analysis that went into the selection and that it is shallow of him to believe she would make the selection because ██████████ is close to Chief Henry. Mayor Her stated that she has never asked ██████████ about Chief Henry.

Mayor Her stated that no man has ever made allegations against her before and that she is very disappointed by the allegations.

Mayor Her stated that she would never have been so casual with the Police Department if she had not seen how the sixth floor was run. She stated that Chief Henry had no problem

with Weiner Wednesday before. Mayor Her stated that Chief Henry commented on her body and appearance every time and that Chief Henry created the culture.

June 12, 2026 Continued Interview of Mayor Her per Mayor Her's request

Mayor Her stated that [REDACTED] Mayor Her stated that she and [REDACTED] never talked outside of work, so she remembered the conversation in the gym clearly. Mayor Her stated that she and [REDACTED] were talking about being [REDACTED] and about their bodies changing.

With regard to the pictures Mayor Her put up on the 6th floor, Mayor Her stated that [REDACTED] said she would keep the pictures. Mayor Her stated that the pictures incident occurred before she took office.

Mayor Her stated that the first time she and Chief Henry touched was in December 2025. She stated that ICE activity was increasing in December and that she went to Chief Henry's office, where he looked very demoralized. Mayor Her stated that she asked Chief Henry whether he wanted a hug, and he said yes. Mayor Her stated that after that, they always hugged when they saw each other. She stated that she always makes sure she has permission. Mayor Her stated that Chief Henry never communicated that he was no longer comfortable with hugging. She stated that at some point she stopped initiating hugs with him and could not remember the last time they hugged.

Mayor Her stated that an officer would be waiting downstairs to bring her to [REDACTED] after her workouts at the Police gym. Mayor Her stated that she made it clear she really liked Chief Henry as Chief. She stated that the union and leadership liked him. Mayor Her stated that Chief Henry was not expressly telling her how he felt and that she expected him to tell her if he changed how he operated. Mayor Her stated that Sweeney's was the only time she offered to do anything outside of work.

With regard to the three options she presented to Chief Henry at Sweeney's, Mayor Her stated that being friends meant being able to trust one another. She stated that she told Chief Henry he did not have to be her friend, but they could still work together.

Mayor Her stated that she provided me with all of the texts with [REDACTED] employees and that the communications abruptly stopped.⁶ She stated that they went from sharing wisdom with her and acting close to suddenly stopping. Mayor Her stated that people at the Police Department feel they cannot tell the truth because they are worried about what Chief Henry will do. She stated that Chief Henry saw [REDACTED] text in the gym and made [REDACTED] obtain the text. Mayor Her stated that individuals [REDACTED] and others are now being written up for things, which she said is new.

Mayor Her stated that [REDACTED] Mayor Her stated that she has heard officers

⁶ A review of the text messages confirms that the text messages did suddenly decrease in February 2026. Exhibit 7.

filed a grievance regarding how the position was filled and are saying that Mayor Her handpicked [REDACTED]. Mayor Her stated that she objected to [REDACTED] being placed [REDACTED]. She stated that people are angry because they [REDACTED] is being taken off the streets when the department is short-staffed, but Mayor Her stated that is not what happened.

Mayor Her stated that she has heard rumors that she and [REDACTED] were involved in something and that this was how [REDACTED] obtained [REDACTED] position.

Mayor Her stated that January 14, 2026 was the date of the first argument with Chief Henry. Mayor Her stated that the text message about growing up in war was sent after their second argument.

Mayor Her stated that most days there were eight to twelve people in the gym, but that on Thursdays SWAT attended and the gym was crowded. She identified [REDACTED] Chief Henry, [REDACTED] as people who were typically present.

Mayor Her stated that Chief Henry's sixth-floor employees picked her up every day and invited her to the gym. She stated that she was not doing it to be close to Chief Henry or anyone else. Mayor Her stated that [REDACTED] was not selected [REDACTED]

Mayor Her stated that Chief Henry no longer even says hello after the January events. She stated that in February, Metro Surge occurred and she had to work with him.

Mayor Her stated that she wanted to show Chief Henry they could still work together even if they were not friends. She stated that she showed him screenshots of an interview in which she defended him. Mayor Her stated that there were long gaps during which she did not text Chief Henry at all because she was trying to give him space. Mayor Her stated that she asked Chief Henry about eggs because eggs are a protein source and she knows he is into healthy eating. She stated that she realized Chief Henry was not ready and did not want to repair things.

Mayor Her stated that she operates with grace and will forgive because of her faith. She stated that she could have punished people who did not support her, but instead called them and said they would move forward together. Mayor Her stated that she is not even angry at Chief Henry and still wants to repair the relationship and move forward. She stated that Chief Henry has skills and assets, that she would never get rid of him, and that she has no intention of getting rid of him. Mayor Her stated that she never considered making additional budget cuts to the Police Department. She stated that Police, Fire, Parks, and Public Works have the most complicated budgets and that she has done deep dives into the budget with all of them. Mayor Her stated that Police has resisted her doing a deep dive into the Police Department's budget.

Mayor Her stated that Chief Henry never said anything about being uncomfortable with her. Mayor Her stated that their disagreements have involved ICE and the Police Department signing a contract with AXON that was not in the budget. She stated that the Police Department created a new RTIC unit. Mayor Her stated that when she went to the

gym, she saw they were building something and was assured there were no costs. She stated that they promoted people into sergeant and commander positions in the units. Between the building and promotions, Mayor Her learned there were in fact increased costs to adding the unit. Mayor Her stated that it is her job to manage the City's budget and that her review was not simply unwarranted scrutiny.

Mayor Her stated that the Police Department believes it can act autonomously. She stated that the [REDACTED] has looked into the issue and will communicate with Chief Henry. Mayor Her stated that she would learn in the gym about budget-related matters and would then ask Chief Henry about them after they had already happened.

Mayor Her stated that in meetings she would ask for a proposal so then a decision could then be made. She stated that she would later learn the decision had already been made without consulting her.

Mayor Her stated that she was closest with Chief Henry and [REDACTED] but that communications with [REDACTED] completely stopped. Mayor Her stated that no one has ever told her they were uncomfortable around her. She stated that [REDACTED] is the only person with whom she has maintained a relationship. Mayor Her stated that she asks people whether they are comfortable answering personal questions before she asks them questions to get to know them.

Mayor Her stated that officers have told her the Police Department is very hierarchical. She stated that she had a good conversation with [REDACTED] who oversees overtime at [REDACTED] she visits. Mayor Her stated that she asked [REDACTED] to work out with the recruits and that [REDACTED] said any requests she had for [REDACTED] needed to go through [REDACTED]. Mayor Her stated that she did not assume others disliked her and believed they were following Chief Henry's direction.

Mayor Her stated that she is heartbroken that she hurt someone and wants to make it right.

June 26, 2026 Phone Interview of Mayor Her per Mayor Her's request

Mayor Her stated that something happened a few days earlier that reflected the culture of the Police Department. She described an event with approximately 200 people where awards were given to officers. Mayor Her stated that one of the recipients began her speech by commenting that [REDACTED] was still so buff. Mayor Her stated that the culture in the Police Department includes talking about bodies. She stated that the event was recorded and identified it as the SPPD Officer, Detective, Professional Staff, and Volunteer of the Year ceremony.⁷ Mayor Her stated that [REDACTED] also spoke and discussed how she had taught [REDACTED] swear words in her language.

⁷ Mayor Her indicated she would try to provide the video from this ceremony. I followed up with Mayor Her regarding the status of providing the video on July 1, 2026, but did not receive a response from Mayor Her.

Mayor Her stated that she does not know who [REDACTED] is.

Mayor Her stated that no one ever told her the pictures were not funny. She stated that if someone had told her that, she would have apologized and not done it again. Mayor Her stated that if someone said they were afraid of her and could not tell her, she would understand why they might think that, but she believed they were friends. She stated that she does not engage with lower-level people because she understands the power dynamic.

Mayor Her stated that she never made any statements about controlling the Police Department. She stated that she had never been Mayor before and did not know what she could and could not do, so she would not be in a position to say what she could control.

Mayor Her stated that [REDACTED] overtime had never been an issue before. She stated that [REDACTED] told her [REDACTED] had been instructed to do whatever she asked of [REDACTED] and to work as many hours as possible to accommodate her schedule. Mayor Her stated that she learned [REDACTED] got in trouble for exceeding 32 hours and she then tried to be mindful of that limitation.

Mayor Her stated that the Police Department decided to add the second driver shift without discussing it with her. She stated that the day after their meeting, the Police Department made the change without talking to her. Mayor Her stated that [REDACTED] was not one of the original applicants and had never driven [REDACTED] before. She stated that [REDACTED] and Chief Henry were in the meeting where she made it clear they could bring a proposal to her that she would consider.

Mayor Her stated that she met with the police union to understand how the driver detail worked. She stated that the union told her it historically had not been involved in the Mayor's detail because it is a special assignment. Mayor Her stated that the union said it does not handle grievances related to the detail, and that the issue is handled within the Mayor's Office. Mayor Her stated that the union told her had never seen the process handled in this way before.

Mayor Her stated that she worked in Mayor Carter's administration and that Mayor Carter handpicked his drivers for the detail. She stated that there were times when Mayor Carter's driver worked many hours. Mayor Her stated that she asked Mayor Carter's driver how many hours [REDACTED] worked and [REDACTED] hours were not very different from [REDACTED] hours.

Mayor Her stated that she had all Fire Department and Police Department overtime hours pulled. She stated that one officer earned approximately \$150,000 in overtime, which would have been approximately 28 hours per week. Mayor Her stated that the A/B schedule assumes ten-hour days, but she works more than ten hours per day, so overtime will still occur even under the A/B schedule. Mayor Her stated that past Chiefs and Mayors consistently say the driver detail is the Mayor's detail.

When asked specifically about the appropriateness of the photoshopped pictures of [REDACTED] Henry, [REDACTED] in the small shorts, Mayor Her stated that a bikini is attire for

the beach, while the men in the picture were wearing workout clothes. She stated that it is not the same as a woman in a bikini because the picture was gym-focused. Mayor Her stated that the men pride themselves on being in the gym and on their bodies. She stated [REDACTED], including jogging pants, t-shirts, and sleeveless shirts, and that [REDACTED]. Mayor Her stated that the picture showed men wearing workout shorts. She stated that Chief Henry was the only person who had the picture and that if anyone else saw it, Chief Henry showed it to them.

Mayor Her stated that Chief Henry insists he is in charge and that the Mayor cannot control the department. She stated that Chief Henry has said this in person to both the [REDACTED]. Mayor Her stated that there is no power dynamic in Chief Henry's view because he says he is in charge.

July 31, 2026 Phone Interview of Mayor Her per Mayor Her's Request

Mayor Her was upset by the news articles regarding the investigation. She wanted to express that she never exposed her breasts to [REDACTED]. They may have talked about breasts, but Mayor Her denies ever comparing her breasts with [REDACTED] breasts.

Mayor Her heard Attorney Madel on the radio indicating that she wanted to sleep with Chief Henry and she wanted it to be clear that she never wanted that.

Mayor Her believes the complaint by Chief Henry is only because Chief Henry is not happy she is digging into the budget and because she was upset about the arrests of protesters that occurred under an expired ordinance. Chief Henry did not like that she asked questions and was making him accountable.

Mayor Her feels that Chief Henry has been setting her up. She is concerned that the cop culture is to "not tell the truth." Mayor Her does not like how the Weiner Wednesday text was confiscated from the officer. She believes that giving a direct order for the officer to turn over [REDACTED] text message violated [REDACTED] personal privacy.

Mayor Her denied making any sexual noises in the gym. She worked out with the Fire Department too and there was no similar allegations from them. She rarely worked out by [REDACTED]. [REDACTED] would not even be near her to hear the noises she made. Mayor Her also does not recall working out around [REDACTED]. If Mayor Her made noises in the gym, she does not believe they would be any different than the noises men make. She also characterized herself as a serious weight lifter.

Mayor Her read in one article that it was being alleged that she squeezed Chief Henry's knee, which she denies. She stated that she is not attracted to Chief Henry. She believes she asked for permission to hug Chief Henry and he provided that permission. Mayor Her is friends with Chief Henry's spouse and has texted with her. She initially indicated she would provide the text messages she has exchanged with Chief Henry's spouse, but later decided not to share those messages.

Mayor Her wanted to be interviewed in person again because if she would have known some of the details of the allegations that are being released in the newspapers, she would have been more emphatic that things did not happen.

Mayor Her denies that Chief Henry felt intimidated by her because he believes that he does not report to her. Chief Henry treats her as a peer. She thought that as a peer, he could have just told her he was uncomfortable about something she was doing or he could have gone to HR. Instead, she believes Chief Henry was just waiting to have enough evidence to go after her.

August 24, 2026 Interview of Mayor Her per Mayor Her's Request

Mayor Her requested to be interviewed again after several news stories were published about the investigation. She indicated she would have more strongly denied the accusations against her in her prior interviews if she had known more details about the allegations.

Mayor Her stated that the Weiner Wednesday text was sent using personal devices and outside of work time, so she does not believe there should be any issue with it. She stated that she feels very close to [REDACTED]. She has never attended a Weiner Wednesday event at the Police Department and only heard about it from other officers.

At my request, Mayor Her provided a photograph showing [REDACTED] that was referenced, but unavailable in her text messages. A photograph of that image was taken during the interview:

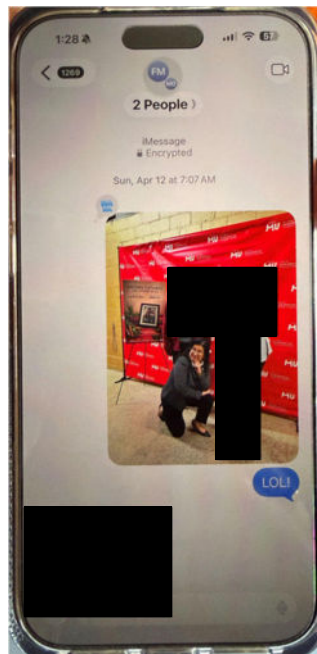


Exhibit 22.

Mayor Her denied that she ever exposed her breasts to [REDACTED] and stated that she would not have had a conversation with [REDACTED] about breasts. Mayor Her also read in a news article that [REDACTED] was claiming that Mayor Her was the reason for [REDACTED] but Mayor Her stated that [REDACTED] told her in 2025 that [REDACTED] was planning to [REDACTED].

Mayor Her stated that she had only brief interactions with [REDACTED]. In June 2026, Mayor Her participated in a media event with [REDACTED] and also participated in a separate media event concerning crosswalks. Mayor Her recalled pulling [REDACTED] aside on one occasion and telling her that she was proud to see her as an [REDACTED]. Mayor Her stated that she did not recall asking [REDACTED] how she looked for an interview and did not believe she had ever spoken with [REDACTED] alone. She stated that Chief Henry was the only person with whom she had ever been alone with in the office. Mayor Her stated that she could not imagine a scenario in which she would have touched her breasts in front of other people. She recalled wearing a blue dress with a black belt on one occasion, when [REDACTED] told her that others could mistake the outfit for police colors. Mayor Her stated that she did not have time to change and remained in the dress. She believed this occurred sometime in January.

With regard to the pictures Mayor Her placed around the 6th floor of the St. Paul Police Department, Mayor Her stated that, after she placed the pictures, employees did not initially know she was responsible and all indicated they thought the pictures were funny. She identified [REDACTED] as individuals who reacted positively. Mayor Her stated that [REDACTED] sent her a photograph of [REDACTED] so she could create a picture featuring [REDACTED]. Mayor Her also stated that she purchased the picture frames with her own money and has not submitted any expenses to the City during her tenure.

Mayor Her stated that, approximately four weeks ago, [REDACTED] told her [REDACTED] had seen pictures of Chief Henry taped to [REDACTED] laptop. According to Mayor Her, [REDACTED] asked [REDACTED] about the pictures, and [REDACTED] responded that they were a joke.

Mayor Her stated that she and Chief Henry exchanged text messages in November and December 2025 and that Chief Henry initiated most of those communications. Mayor Her stated that the first conflict between her and Chief Henry arose after Renee Good was killed on January 7, 2026, and that they argued on January 9, 2026. She stated that she had asked Chief Henry whether helicopters overhead belonged to ICE or the Police Department and later learned from [REDACTED] that Chief Henry was upset by the question. On January 10, 2026, Mayor Her texted Chief Henry to explain that she had reasons for asking questions and told him to bring any concerns directly to her. She stated that Chief Henry sometimes would not text for several days when he was angry.

Mayor Her stated that their first major argument occurred on January 12, 2026, when she asked Chief Henry where he would draw the line in deciding whether to stand between ICE agents and residents. According to Mayor Her, Chief Henry responded that he would intervene if he saw ICE placing people in chokeholds. She stated that they then had a philosophical disagreement regarding different truths and the disparate treatment of

Black and Brown people. Mayor Her stated that Chief Henry told her there was no such thing as relative truth.

Mayor Her stated that, after her work out on January 14, 2026, she and Chief Henry discussed the issue again and Chief Henry directed her to leave his office. According to Mayor Her, Chief Henry told her that [REDACTED] thought her view that truth is subjective was ridiculous. Mayor Her stated that, following this conversation, she told Chief Henry she would give the Police Department a break from her.

Mayor Her stated that, on February 25, 2026, an incident occurred on the west side in which ICE agents drew their weapons on constitutional observers and St. Paul police officers responded but remained approximately two blocks away. She stated that community members were upset and that she discussed the response with Chief Henry and [REDACTED]. According to Mayor Her, Chief Henry repeatedly maintained that officers had responded, while she challenged whether remaining two blocks away constituted a response. Mayor Her acknowledged raising her voice and stating that she could not continue defending the Police Department if it did not do what it said it would do.

Mayor Her stated that she met with Chief Henry at Sweeney's on February 28, 2026 as an attempt to work through their differences. She adamantly denied intending the meeting to be a "date" and noted that their respective schedulers arranged it. Mayor Her also denied telling Chief Henry that her marriage was ruined and stated that her marriage is not ruined.

Mayor Her stated that, in March 2026, she began conducting a detailed review of the budgets of all City departments. She has struggled the most with the Police Department in terms of getting accurate financial information. Mayor Her stated that the Police Department was the only department that was not transparent about its budget. She stated that it did not report revenue and expenses in real time and instead waited until the end of the year. Mayor Her told Chief Henry that he should be able to show her the Department's current financial position. She denied any connection between her issues with Chief Henry and her review of the Police Department budget.

Mayor Her stated that arrests occurred at a church on April 5, 2026. She stated that she told [REDACTED] that the officers had better have a legitimate basis for the arrests, and [REDACTED] assured her that the second arrest of a woman on the sidewalk outside the church was proper. Mayor Her stated that she learned the next day that the City Attorney's Office could not bring charges because the ordinance under which the woman had been arrested had been repealed. Mayor Her requested the body-camera footage, which [REDACTED] showed her. She stated that the footage made her angry and that she told [REDACTED] to ensure Chief Henry knew the incident was unacceptable. Mayor Her stated that she and Chief Henry never discussed the matter.

Mayor Her stated that Chief Henry commented on her body every time he saw her. She also stated that he gave her gifts, including a framed newspaper article and an engraved cigar that resembled a nameplate, which was photographed during the interview. Mayor Her stated that someone could interpret those actions as Chief Henry pursuing her. She

recalled that, within approximately six weeks, Chief Henry commented that she had not worn the same outfit twice, and she acknowledged that his observation was accurate.

Mayor Her stated that she gave Chief Henry the UFC pictures on December 26, 2025. She stated that Chief Henry's gifts to her appeared to affirm that he was comfortable with their joking relationship. In early December 2025, Chief Henry gifted Mayor Her a framed newspaper article regarding her election. Mayor Her explained that Chief Henry also gave her an engraved cigar holder at the end of December 2025:



Exhibit 23.

Mayor Her stated that she met with [REDACTED]. During that meeting, Mayor Her asked whether Chief Henry was funny and showed [REDACTED] a photograph of Chief Henry's vehicle parked over the lines. According to Mayor Her, [REDACTED] encouraged her to continue joking with Chief Henry. [REDACTED] was present for this conversation.

Mayor Her again denied ever grabbing Chief Henry's leg in a sexual manner. She stated that she did not recall touching [REDACTED] leg or otherwise touching [REDACTED] during the budget meeting.

Mayor Her denied that there is anything inappropriate between [REDACTED] and her. She stated that she told [REDACTED] that [REDACTED] "grounds" her. Mayor Her stated that Chief Henry wanted her to select [REDACTED] and that [REDACTED] wanted her to select [REDACTED]. She explained that [REDACTED] told her [REDACTED] and that truth and honesty were important to her. Mayor Her stated that she believes [REDACTED] shares her values and that she feels similarly about everyone in her office.

The driver situation is still not resolved. Mayor Her stated that the Police Department never brought a proposal back to her for consideration. She stated that she directed the Department not to implement the A/B schedule and that it did not return with a revised proposal. [REDACTED] continues to be her full-time driver. Mayor Her stated that, when [REDACTED] could not drive, [REDACTED] other drivers were available, but the Police Department permitted

only [REDACTED] to drive. She stated that [REDACTED] was no longer permitted to drive and that the current approved drivers were [REDACTED]

Mayor Her again stated that she did not see the problem with her text message regarding Weiner Wednesday. Mayor Her stated that employees on the sixth floor had been holding Weiner Wednesday for a long time. Mayor Her reiterated that the communications occurred on personal devices and during personal time. Mayor Her explained that she is very close with [REDACTED] and she has spoken with [REDACTED] by telephone multiple times. She stated that she and [REDACTED] had discussed race on many occasions and that she had genuine friendships with people in the Police Department. Mayor Her stated that [REDACTED] sometimes asked her to speak with [REDACTED] when [REDACTED] work with Mayor Her might extend beyond the expected time.

Mayor Her explained that her use of the UFC and bodybuilding pictures to photoshop Police Department members was simply a match of the Police Department culture. Mayor Her stated that the Police Department's culture emphasized winning, getting things done, working out, and staying fit. She referenced pictures using the phrase "GSD" (Get Shit Done) as an example of that culture.

Mayor Her stated that she has never intentionally made sexual noises while working out. Mayor Her stated that she posts weightlifting content on her personal Facebook page. During the interview, she showed a video of her lifting weights and she made a small noise while lifting. A video was shown of her working out with the Fire Department and it was asked if that sound was more similar to what she would have sounded like at the Police Department gym. Mayor Her stated that the Fire Department's workouts involved more Tabata-style training and that the Police Department's gym culture was different. She stated that she would not have been as loud as she appeared in the Fire Department video and that she had never been that loud while working out with Fire personnel. Mayor Her denied that anyone ever made a comment asking if she was okay while working out. She identified Chief Henry, [REDACTED] as the individuals who typically worked out and stated that she and [REDACTED] most often exercised near one another.

[REDACTED]

[REDACTED]

[REDACTED] Interview

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] stated that [REDACTED] has had no inappropriate interactions with Mayor Her and has no concerns regarding [REDACTED] interactions with her.

[REDACTED] stated that [REDACTED] communicates with Mayor Her using both [REDACTED] personal and work cell phones, but most often uses [REDACTED] personal cell phone. [REDACTED] stated that [REDACTED] received Mayor Her's phone number from [REDACTED] so [REDACTED] could communicate [REDACTED]. [REDACTED] stated that [REDACTED] used [REDACTED] personal cell phone to text or call Mayor Her and that the messages were limited to work-related matters.

[REDACTED] stated that every Wednesday they have hot dogs [REDACTED] and refer to the event as "Weiner Wednesday." [REDACTED] stated that [REDACTED] invited Mayor Her to come have lunch with them. Mayor Her sent a text message with a meme to [REDACTED] about Weiner Wednesday. [REDACTED] stated that [REDACTED] did not take the meme out of context and understood that Mayor Her was referring to coming upstairs to have hot dogs for lunch. Yager stated that the picture sent regarding "Weiner Wednesday" [REDACTED] wrapped in a blanket. [REDACTED] stated that [REDACTED] does not know who photoshopped the picture. [REDACTED] responded with a laughing emoji. [REDACTED]

[REDACTED] stated that Mayor Her had previously been on [REDACTED] when hot dogs were being served and that she had brought lunch for employees approximately twice. [REDACTED] stated that when she was first sworn in, she brought donuts, and on another occasion she brought egg rolls.

[REDACTED] stated that Mayor Her was more regularly present at the beginning of her term, but her presence later became intermittent and generally related to meetings.

[REDACTED]

[REDACTED]

[REDACTED] Interview

[REDACTED]

[REDACTED]

[REDACTED] meeting [REDACTED] during which Mayor Her grabbed Chief Henry's leg. [REDACTED] stated that Mayor Her moved directly next to Chief Henry and that [REDACTED] saw her grab Chief Henry's leg one time. [REDACTED] stated that the interaction was uncomfortable and that Chief Henry looked at [REDACTED] stated that Chief Henry told [REDACTED] the leg-grabbing incident occurred twice. [REDACTED] stated that they discussed the incident in the car on the way back from the meeting.

[REDACTED] stated that Chief Henry became aware of a situation in which an employee received a text message referencing a "good weinering." [REDACTED] stated that Chief Henry asked what to do, and Ford told him it would be difficult to ignore because the Department had previously opened Internal Affairs investigations involving officers sending inappropriate text messages to one another. As an example, [REDACTED] referenced an Internal Affairs investigation involving a senior officer sending unwanted text messages to a probationary officer. [REDACTED] stated that they decided to speak with [REDACTED]

[REDACTED] stated that, during the meeting, [REDACTED] stated that Chief Henry said the matter needed to be reviewed and investigated, and the group agreed that an investigation was the proper course.

[REDACTED] stated that employees do have hot dogs on Wednesdays, but that they are not doing so as much anymore. [REDACTED] stated that [REDACTED] did not know whether it was called "Weiner Wednesday."

[REDACTED] stated that, early in Mayor Her's term, she came into the gym frequently and then later came periodically for meetings. [REDACTED] stated that when her security driver was present, employees knew she was in the building. [REDACTED] stated that Mayor Her is now in the building much less often.

[REDACTED] stated that [REDACTED] heard about Mayor Her being in the gym. [REDACTED] stated that some people thought it was positive to have her around, while others thought it was unusual. [REDACTED] stated that [REDACTED] heard [REDACTED] reported an uncomfortable conversation in the women's locker room, which [REDACTED] characterized as an uncomfortable women's topic.

█████ stated that Mayor Her went into Chief Henry's office, took a group photograph, photoshopped a fighter picture, and placed it around the office. █████ stated that Mayor Her also put a headshot of herself in █████. █████ stated that █████ still had the picture, which was sitting by █████ computer screen. █████ found it in █████ filing cabinet and a picture was taken of it during the interview:

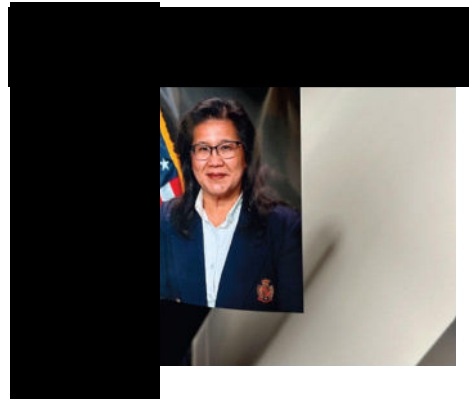


Exhibit 26.

█████ stated that Mayor Her asked whether █████ received her picture, █████ stated that █████ thought it was strange, but █████ was not offended. █████ stated that █████ was offended when Mayor Her was going to put the picture in the hallway over █████ picture. █████ stated that █████ told Mayor Her not to put the picture over █████ picture. █████ stated that █████ was stern about it. █████ stated that some people were bothered by photos Mayor her made and that the conduct seemed "strange" given the newness of the relationship. █████ stated that people were discussing the pictures and that █████ believed Mayor Her put them up all in one day.

█████ stated that Mayor Her only came into █████ office for business reasons. █████ stated that █████ also had a picture in █████ office and was bothered by it.

█████ stated that approximately one month after the March █████ and Chief Henry attended another meeting and strategized about where to sit. █████ stated that because Chief Henry had lodged the complaint, they knew Chief Henry was uncomfortable going into the meeting. █████ stated that the meeting was professional.

█████ stated that █████ heard Mayor Her had said they needed to be nice to her because the Fire Department union supported her.

█████ stated that after █████ first private one-on-one conversation with Mayor Her, which was somewhat contentious, Mayor Her asked to give █████ a hug. █████ stated that █████ thought the hug was appropriate. █████ acknowledged that others might be uncomfortable with it, but █████ was not.

█████ stated that █████ has texted with Mayor Her and that nothing inappropriate was exchanged. █████ stated that some requests were unusual but business-related. █████ also stated that Mayor Her offered to make egg rolls for █████ and █████.

█████ stated that Mayor Her attending roll call without scheduling was an issue, but █████ believed it had been resolved. █████ stated that they always notify district chiefs when they attend roll calls because unannounced attendance can be disruptive if there is a training exercise or other leadership matter to address.

█████ stated that █████ participated in discussions about providing a driver for Mayor Her. █████ stated that previous mayors did not bring their driver or security detail with them out of town and that the drivers are not bodyguards or aides. █████ stated that Mayor Her wanted her driver to travel with her. █████ stated that the Department agreed to provide a driver but developed protocols and rules, which █████ approved. █████ stated that Mayor Her continued trying to work around those protocols. █████ stated that Mayor Her wanted to go to Washington, D.C., but would not provide the hours the driver would be working. █████ stated that once drivers leave Minnesota, they have no police powers. █████ stated that professional training was arranged for █████ and that the rules for out-of-town travel required two officers. █████ stated that █████ wondered why Mayor Her continued asking for █████ to travel █████. █████ believed Mayor Her's staff would have told her the text message was an issue. █████ stated that Mayor Her appeared to insist on having only one driver and that her requests seemed focused on █████ because the Department had offered an officer with professional bodyguard experience. █████ stated that █████ told █████ Mayor Her was going to come down to the Department, but █████ believed █████ must have talked Mayor Her out of it.

█████ stated that █████ discussed █████ appointment with Chief Henry. █████ stated that Mayor Her's selection of █████ was unexpected and seemed unusual because █████ stated that the process was confusing and that Mayor Her should have gone to Chief Henry and said she wanted to select █████⁸ █████ stated that the matter was complicated because of █████. █████ stated that █████ and Chief Henry were repeatedly placed in the position of go-betweens regarding the position. █████ stated that Chief Henry was asked Human Resources questions and asked by Mayor Her whether █████. █████ stated that █████ contacted █████ because █████ was supposed to handle the matter. █████ stated that █████ told █████ it was not the Police Department's issue because █████ did not know the Human Resources answers. █████ stated that a contract should have been in place, but it was not the Police Department's responsibility to create it. █████ stated that █████ told █████ █████ stated that the situation was also problematic because Chief Henry and █████ █████ stated that █████ struggled with whether to tell █████ about the pending complaint and advise █████ not to take the position. █████

⁸ It does appear that Mayor Her did go to Chief Henry first about her desire to select █████ but Chief Henry did not want to be involved in the process.

[REDACTED]

[REDACTED]

[REDACTED] Interview

[REDACTED]

[REDACTED]

[REDACTED] stated that when [REDACTED] left the [REDACTED] [REDACTED] misplaced [REDACTED] work phone, so [REDACTED] used [REDACTED] personal phone. [REDACTED] stated that [REDACTED] sent [REDACTED] Mayor Her's phone number, and [REDACTED] used [REDACTED] personal number to communicate with her. [REDACTED] stated that they do not talk very much.

[REDACTED] stated that [REDACTED] has never been concerned about any text messages or conversations with Mayor Her. [REDACTED] stated that [REDACTED] has not exchanged any inappropriate messages with her and has not photoshopped [REDACTED] face onto anything before.

[REDACTED] stated that the picture regarding "Weiner Wednesday" was the only group message [REDACTED] knew about. [REDACTED] [REDACTED] stated that [REDACTED] did not find the message offensive at all. [REDACTED] explained that [REDACTED] has hot dogs on Wednesdays and that the event is called "Weiner Wednesday."

[REDACTED] [REDACTED] [REDACTED] | [REDACTED] stated that [REDACTED] now goes to the gym in the morning and [REDACTED] [REDACTED]

[REDACTED] [REDACTED] stated that Mayor Her told [REDACTED] her schedule changed, so she stopped going to the police gym. [REDACTED]

[REDACTED] [REDACTED] | [REDACTED] did not know whether Mayor Her ever went to the gym [REDACTED]

[REDACTED] [REDACTED] Mayor Her would text [REDACTED] that she was [REDACTED] where she usually met with [REDACTED] [REDACTED] stated that [REDACTED] did not know how long she met with [REDACTED].

[REDACTED]

[REDACTED] stated that [REDACTED] has not seen Mayor Her be unprofessional with anyone.

[REDACTED] stated that Mayor Her wanted to travel out of state and that a policy was put together requiring two officers to travel with her. [REDACTED] stated that [REDACTED] was not involved in the discussions about the policy. [REDACTED] stated that they were supposed to go to Washington, D.C., so [REDACTED] told [REDACTED] about the trip. [REDACTED] told [REDACTED] to attend a class, and [REDACTED] told Mayor Her that [REDACTED] had received approval. [REDACTED] stated that when [REDACTED] learned that a letter needed to come from Chief Henry and that the matter needed further consideration. [REDACTED]

[REDACTED] told [REDACTED] that [REDACTED] needed to convey the message to Mayor Her. [REDACTED] stated that Mayor Her felt the issue should have been raised before the plane ticket was purchased. [REDACTED] stated that this was the trip for which [REDACTED] and after which the "Weiner Wednesday" text was sent.

[REDACTED] stated that [REDACTED] but that it was not an overnight trip. [REDACTED] stated that [REDACTED] does not talk to her unless she speaks to [REDACTED]. [REDACTED] stated that Mayor Her is usually on the phone [REDACTED].

[REDACTED] stated that they were at a meeting and Mayor Her asked [REDACTED] where Chief Henry was. According to [REDACTED] told Mayor Her that Chief Henry and others were at X-Golf, and [REDACTED] stated that [REDACTED] did not know whether Mayor Her needed to talk to them about something.

[REDACTED] stated that Mayor Her has never discussed her marriage with [REDACTED].

[REDACTED] stated that [REDACTED] has not shared information about Chief Henry with Mayor Her and said that is a line [REDACTED] will not cross.

[REDACTED] stated that [REDACTED] stated that [REDACTED] the East District to thank officers after they had handled a difficult call. [REDACTED] stated that Mayor Her received approval from [REDACTED] to go there and that [REDACTED] also texted [REDACTED] about the visit.

[REDACTED] stated that Mayor Her has only said that Chief Henry is very smart and that [REDACTED] likes working with [REDACTED]. [REDACTED] stated that on [REDACTED] people made comments about Mayor Her wearing different outfits. [REDACTED] stated that men made these comments, but [REDACTED] did not want to identify who made them.

[REDACTED] stated that when Mayor Her stopped going to the Police Department gym, [REDACTED] Anytime Fitness instead. [REDACTED] stated that Mayor Her was invited [REDACTED].

every time she was at the police facility. stated that did not know who invited her; Mayor Her simply told she had been invited.

stated that after was interviewed, heard rumors on that was telling people something was coming down involving sexual harassment allegations related to Chief Henry and Mayor Her.

stated that the first time issues arose regarding Mayor Her's travel or visits was when Mayor Her wanted to go to the East District after a difficult call. stated that Mayor Her learned about the call from the and wanted to thank the officers. Mursal stated that had been told had to notify if Mayor Her went to any police buildings, stated that told Mayor Her to text about the visit. said would contact the district commander for that area and approved the visit. stated that they waited outside for a few minutes before going inside. stated that told did not want to be in the middle of the situation. stated that did not want to be responsible for notifying people if Mayor Her wanted to go into police buildings. stated that told the job was changing in ways had not known about when and that the changes began when Mayor Her stopped going to the police gym.

[REDACTED] stated that one day Mayor Her was speaking with Chief Henry when [REDACTED] pulled [REDACTED] into [REDACTED] and told [REDACTED]. [REDACTED] stated that this occurred in February. [REDACTED] stated that from November to December, [REDACTED] Mayor Her to the gym. [REDACTED] stated that Mayor Her later asked [REDACTED] about going to the gym, [REDACTED] stated that on some days [REDACTED]. [REDACTED] stated that in mid-March, Mayor Her stopped going to the police gym and began going to Anytime Fitness three times per week.

█████ stated █████ Mayor Her went to the police gym one time because she had to attend a director meeting, █████

█████ stated that Mayor Her had been meeting with Chief Henry nearly every day, but that changed sometime between February and March.

[illegible]

█████ stated that █████ has heard people talk about Mayor Her's body. █████ stated that on one occasion █████ heard Chief Henry say Mayor Her looked good and that █████ had not seen her wear the same outfit multiple times. On another occasion, Chief Henry said a color looked good on Mayor Her. █████ stated that both comments occurred in January.

█████ stated that █████ asked █████ about Weiner Wednesday, the meme █████ from Mayor Her, and whether █████ was offended by it. █████ stated that █████ thought the picture was funny and that █████ did as well. █████ stated that Chief Henry would have known the event was called Weiner Wednesday. █████ explained that each unit has its own “thing” and that Weiner Wednesday was █████ “thing.” █████ stated that █████ is not always professional and that there is joking and name-calling.

[REDACTED]

[REDACTED] stated that Mayor Her's relationship with [REDACTED] involved her frequently being in Chief Henry's office talking. [REDACTED] stated that she brought beet juice for people and that employees would approach her in the gym, hug her, and talk with her. [REDACTED] identified [REDACTED] Chief Henry, [REDACTED] as individuals who would approach her and talk with her. [REDACTED] stated that [REDACTED] would wait for Mayor Her in the gym to take her upstairs [REDACTED] stated that this occurred every day and that Mayor Her would be there for approximately twenty-five to thirty minutes. [REDACTED] stated that there were hugs throughout the interactions, Mayor Her would go to Chief Henry's office, hug everyone, and then leave. [REDACTED] stated that the [REDACTED] would see Mayor Her in the gym, hug her, and talk with her. [REDACTED] stated that this stopped in February.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] Interview

[REDACTED]

[REDACTED] stated that Mayor Her is different from other mayors because she is more involved in the business of the Police Department. [REDACTED] stated that Mayor Her does not appear to have good boundaries.

[REDACTED] stated that Mayor Her lacks boundaries and demonstrates a sense of ownership over the Police Department. [REDACTED] stated that Mayor Her acts as though she owns the Department and says things such as, "This is my police department." [REDACTED] stated that Mayor Her takes liberties [REDACTED] has not seen from anyone else, although [REDACTED] did not specifically identify these "liberties."

[REDACTED] stated that the first time [REDACTED] met Mayor Her was in the gym vestibule while [REDACTED] was standing next to [REDACTED]. [REDACTED] stated that [REDACTED] heard the end of a conversation in which Mayor Her said to [REDACTED] "I'll just say that you slapped my butt." [REDACTED] stated that [REDACTED] did not hear the whole conversation. After Mayor Her left, [REDACTED] told [REDACTED] that the comment was "off the chart." [REDACTED]

[REDACTED] stated that there were many instances involving Mayor Her in the gym. [REDACTED] stated that the gym is intended to be a safe place for officers to work out and that people are focused on their routines. [REDACTED] stated that Mayor Her brought horseplay into the gym.

[REDACTED] stated that [REDACTED] goes to the gym at approximately [REDACTED]. Chief Henry goes at approximately 5:30 a.m., [REDACTED] goes at approximately [REDACTED], [REDACTED] goes at approximately [REDACTED] or [REDACTED], and [REDACTED] goes at approximately [REDACTED]. [REDACTED] stated that everyone has a workout routine. [REDACTED] stated that Mayor Her brought nunchucks into the gym and used them, which [REDACTED] found odd. [REDACTED] stated that Mayor Her liked to stretch in front of where Chief Henry was working out. On one occasion, Mayor Her was using weights and began moaning. [REDACTED] stated that although [REDACTED] understands people grunt when lifting heavy weights, Mayor Her was making noises that sounded sexual in nature. [REDACTED] stated that [REDACTED] asked Mayor Her whether [REDACTED] was okay. [REDACTED] stated that Mayor Her would come to the gym [REDACTED].

█████ stated that █████ believed the investigation involved Mayor Her because of the inappropriate conduct Mayor Her had engaged in.⁹

█████ stated that before going to the gym, █████ went into █████ and stayed there longer than usual. █████ heard something outside █████ and saw Mayor Her placing pictures over existing pictures in the hallway. █████ walked into the hallway and told Mayor Her not to put a picture over █████ picture because █████ had worked too hard to get █████ picture on that wall. █████ then returned to █████ but could still hear Mayor Her in other offices. █████ stated that Mayor Her walked out of one of the back offices, which was █████ office. █████ looked into █████ office and saw that Mayor Her had placed her picture on top of the █████ plaque. █████ then went to █████ office and saw Mayor Her's picture on something there. █████ also went into █████ office and saw Mayor Her's picture placed where Chief Henry's picture was. █████ stated that █████ then saw the UFC picture █████ the photos placed by Mayor Her around the office and they are attached as Exhibit 19. █████ took the pictures down right away. █████ stated that █████ and █████ discussed how the conduct was inappropriate and that someone needed to talk to Mayor Her. █████ did not know whether anyone talked to Mayor Her about it.

█████ stated that Mayor Her has made comments about jobs and said taxes are high and she cannot do anything about that, so she would have to take money from Fire and Police. █████ stated that Mayor Her made that comment to █████ stated that █████ feels the failure to pay backpay into the pension from the prior year is retaliation, but █████ does not have knowledge regarding whether Mayor Her was involved in that decision.

█████ stated that Mayor Her has said she is the hardest-working City employee and that police employees are paid too much.

█████ stated that Chief Henry told █████ Mayor Her has gone into his office when █████ was not there.

█████ stated that all of them, █████ are uncomfortable around Mayor Her because she is a "petter."¹⁰

█████ stated that Mayor Her dressed down the Mayor of Maplewood at a meeting. █████ also stated that Mayor Her called █████ yelling about a call near Representative Hussein's house. █████ stated that █████ have complained about what Mayor Her expects to be notified about.

⁹ Despite initially claiming █████ did not know what the investigation was about, it was clear █████ was aware the investigation was about Mayor Her as █████ had a list of incidents involving Mayor Her █████ and █████ made sure were covered during the interview.

¹⁰ Of the others interviewed, other than Chief Henry, there were no other witnesses that described feeling uncomfortable around Mayor Her for this reason.

█████ stated that Mayor Her is assigning a significant amount of staff study work to the Department. █████ stated that Mayor Her has said █████ is going to cut \$4.9 million from the police budget and that this was said after the investigation began.

█████ stated that Mayor Her's use of a driver was discussed at the ACDC meeting. █████ stated that Mayor Her has used her driver more than any other mayor. █████ stated that Mayor Her's drivers have sat in on professional meetings where they should not have been present. █████ could not identify specific meetings and stated that drivers have complained about that issue.¹¹

█████ stated that █████ does not know how Chief Henry and the rest of the Department █████ can remain in their positions because Mayor Her has said it is her Police Department, disregards boundaries, and is cutting the budget.

¹¹ [REDACTED] identified any complaints about attending meetings with Mayor Her.

[REDACTED]

[REDACTED]

[REDACTED] Interview

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] described Mayor Her as someone who is very involved in details and wants to ask questions and understand the specifics. [REDACTED] stated that, for a period of time, Mayor Her was regularly at the Police Department and was discussing matters with Chief Henry [REDACTED] necessarily being aware of those discussions. [REDACTED] later scheduled weekly meetings with Chief Henry, [REDACTED] Mayor Her, and [REDACTED] stated that [REDACTED] later decided Mayor Her did not need to be so engaged, and Mayor Her no longer attends those meetings. [REDACTED] believed that decision was made before the investigation began. [REDACTED] stated that, in mid-March, all [REDACTED] were still included on the calendar invitations, but by late March the invitations changed to include only [REDACTED] Chief Henry.

[REDACTED] stated that there was a period of time when Mayor Her was working out at the Police Department [REDACTED] stated that Mayor Her received feedback that people appreciated her showing up. [REDACTED] stated that, at some point, Chief Henry mentioned that it was awkward having Mayor Her come to the gym, but he did not provide details.

[REDACTED] stated that [REDACTED] knew Chief Henry was frustrated because Mayor Her was receiving information from people and then raising it during meetings, and Chief Henry did not know where Mayor Her was obtaining the information.

[REDACTED] stated that early in the administration, Mayor Her told [REDACTED] that she had been pranking the Police Department and that it was something they had done at the Legislature. At one point, Mayor Her told [REDACTED] she had placed her pictures over

other pictures and had photoshopped something. [REDACTED] stated that Mayor Her presented it as a fun activity. Based on the interactions [REDACTED] observed with Chief Henry, [REDACTED] did not know that he was uncomfortable. [REDACTED] Chief Henry told [REDACTED] that some of the interactions were "weird," which [REDACTED] stated was [REDACTED] first indication that Chief Henry was uncomfortable. [REDACTED] stated that Chief Henry was hoping things would die down. [REDACTED] stated that [REDACTED] told Mayor Her to stop working out at the gym and to maintain boundaries. [REDACTED] stated that Mayor Her believed everyone liked having her show up at the gym.

[REDACTED] stated that Mayor Her would show up for roll calls. [REDACTED] stated that the Police Department specifically asked that Mayor Her not simply show up. [REDACTED] stated that Mayor Her also showed up at one of the academies to observe, and the next time she wanted to do something similar, a person told [REDACTED] had to run it up the chain of command. [REDACTED] stated that Mayor Her knew the Police Department was restricting communication and scheduling. [REDACTED] stated that Mayor Her can show up where she wants, but Mayor Her was frustrated by Chief Henry's changes. [REDACTED] stated that [REDACTED] knew Mayor Her was not going to continue simply showing up.

[REDACTED] stated that [REDACTED] could not remember having a conversation with Mayor Her about Chief Henry saying certain interactions were weird. [REDACTED] stated that Mayor Her believed the conduct was fun and games.

[REDACTED] stated that [REDACTED] did not know Chief Henry was offended by the picture incident until the meeting with [REDACTED]

[REDACTED] stated that at the end of February, Chief Henry and Mayor Her met for dinner. Chief Henry later told [REDACTED] that Mayor Her said they could either be friends and do the work, or not be friends and not do the work. [REDACTED] stated that Chief Henry reported that approximately two-thirds of the meeting went well, but that the tone changed when they discussed work matters and the meeting ended with comments about whether they were friends. [REDACTED] stated that Mayor Her also told [REDACTED] about the conversation but characterized it as more superficial. [REDACTED] stated that Mayor Her acknowledged saying something about being a friend to Chief Henry. [REDACTED] believed Mayor Her had been trying to build a relationship with a new colleague. [REDACTED] stated that, to Mayor Her, being a friend meant having a friendly relationship. [REDACTED] thought the relationship had been friendly until Chief Henry began expressing concerns about miscommunication. [REDACTED] stated that Chief Henry had previously said [REDACTED] thought [REDACTED] could have a good relationship with Mayor Her.

[REDACTED] stated that [REDACTED] did not know Chief Henry was so bothered by the pranks and related conduct. [REDACTED] stated that Chief Henry was continually recognizing in front of [REDACTED] that Mayor Her was doing a good job.

[REDACTED] stated that Mayor Her met with Chief Henry and [REDACTED] at a cigar bar. [REDACTED] stated that, in the beginning, Chief Henry reciprocated Mayor Her's efforts to build a relationship.

██████████ stated that after the dinner, Chief Henry asked ██████████ whether Mayor Her was trying to get rid of ██████████ ██████████ reassured ██████████ that was not happening and stated that ██████████ did not believe Mayor Her was trying to push ██████████ out. ██████████ stated that Mayor Her was waiting for an answer to her question about being friends, and ██████████ relayed that to Chief Henry. ██████████ understood the three options to be that Chief Henry and Mayor Her could be friends and continue working together, not be friends and continue working together, or not be friends and not work together.

██████████ stated that before the dinner, the Police Department told Mayor Her not to show up unannounced at roll call. Mayor Her did so while ██████████ was on vacation. ██████████ stated that on that Sunday night, Mayor Her showed up at one of the roll calls. ██████████ stated that ██████████ checked in with Chief Henry and ██████████ on Tuesday, and they were unhappy that Mayor Her had shown up without notice. ██████████ believed there were people telling Mayor Her that she is the Mayor and can show up wherever she wants. ██████████ did not remember ever talking to Mayor Her about sensitive data at roll calls.

██████████ stated that Mayor Her had commented that Chief Henry was not as responsive as he had been before and was not answering her phone calls. ██████████ stated that responsiveness is very important to Mayor Her and is an expectation for all directors. ██████████ recalled one instance when Mayor Her said she texted Chief Henry at 8:00 p.m. the prior night and he did not respond. ██████████ explained to Mayor Her that Chief Henry goes to bed early. ██████████ stated that Chief Henry said he did speak with Mayor Her, and ██████████ believed ██████████ may have brought that up to Mayor Her. ██████████ stated that ██████████ would tell Mayor Her that Chief Henry was very responsive to ██████████ and Mayor Her responded that Chief Henry wanted to connect with ██████████ and not with Mayor Her.

██████████ stated that there was a meeting in the Mayor's Office where ██████████ was brought into the meeting. Chief Henry and ██████████ said it was awkward to have ██████████ in the meeting. ██████████ stated that ██████████ talked to Mayor Her and said it was putting staff in an awkward position, and Mayor Her said she would not do it anymore. ██████████ believed it happened more than once, but ██████████ did not know whether ██████████ driver attended any more meetings after ██████████ spoke with Mayor Her.

██████████ did not see the alleged touching incident occur and had no idea it happened. ██████████ stated that ██████████ was sitting next to ██████████ who was sitting next to Chief Henry. She stated that Chief Henry backed away from the table to give Mayor Her space.

██████████ stated that having a driver attend out-of-state travel is not something the Police Department has done in the past. ██████████ stated that Mayor Her was very close with Melissa Hortmann and that the first time Mayor Her planned to travel, she discussed bringing her driver with her. ██████████ understood there were budget implications and that once officers leave the state, they are no longer acting as police officers. ██████████

also understood the potential liabilities. [REDACTED] stated that Mayor Her had many frustrations because she was hearing different things. [REDACTED] stated that the driver job posting listed travel as an expectation, but Mayor Her was later told that travel was not anticipated. [REDACTED] stated that [REDACTED] called Minneapolis to determine what it was doing. The Police Department then put together a protocol, and the City Attorney's Office addressed the legal component.

[REDACTED] Mayor Her was told the protocol was ready. [REDACTED] stated that [REDACTED] told the driver the travel was approved, and the driver then told Mayor Her. [REDACTED] stated that Mayor Her did not believe she needed two people with her, which became a sticking point. [REDACTED] stated that Chief Henry always insisted there had to be two people. [REDACTED] described the dispute as Mayor Her saying it was her decision and Chief Henry saying it was [REDACTED] decision. [REDACTED] stated that Mayor Her is now traveling with two officers.

[REDACTED] stated that [REDACTED] felt the Police Department had been putting up boundaries. [REDACTED] did not think those boundaries related to the investigation, but [REDACTED] did believe they related to the behaviors Chief Henry thought were weird.

[REDACTED] stated that [REDACTED] learned about the text Mayor Her sent to [REDACTED]. [REDACTED] stated that [REDACTED] never discussed the text with Mayor Her and was not aware of any other text messages.

[REDACTED] stated that [REDACTED] did not know the meeting between Chief Henry and Mayor Her was happening until someone came inside and said Mayor Her had walked off with Chief Henry. [REDACTED] did not go look for them. [REDACTED] stated that during the event, attendees were asked to write down something that inspired them on a note. Mayor Her would read the notes and guess who wrote them, and others could also call out their guesses. [REDACTED] stated that Mayor Her guessed Chief Henry for multiple notes that were very deep, which [REDACTED] viewed as complimentary. [REDACTED] stated that she did not see Mayor Her fixing Chief Henry's collar during the meeting.

[REDACTED] stated that Mayor Her made the appointment of [REDACTED] on her own.

[REDACTED] stated that when they came into office, [REDACTED] was placed in the position and [REDACTED] Mayor Her asked [REDACTED] about making [REDACTED]

[REDACTED] One day, Mayor Her said she had made the decision and that [REDACTED] was considering the position. [REDACTED] stated that [REDACTED] and [REDACTED] would meet with [REDACTED] and discuss the role. Chief Henry sent an email saying he did not want to

be involved because he did not want to be seen as influencing [REDACTED] knew Mayor Her had a relationship with [REDACTED] and regularly communicated with [REDACTED] stated that Mayor Her was very impressed by [REDACTED]

[REDACTED] stated that [REDACTED] had been handling the day-to-day communications with Mayor Her and Chief Henry. [REDACTED] stated that the [REDACTED] appointment was the first time Mayor Her engaged directly with Chief Henry on work-related matters. [REDACTED] stated that, at the community engagement meeting, Mayor Her and Chief Henry appeared fine together and Chief Henry praised Mayor Her.

[REDACTED] stated that Mayor Her asked all departments to propose four-percent cuts [REDACTED]

[REDACTED] stated that Chief Henry made clear that [REDACTED] simply wanted the conduct to stop and wanted to do [REDACTED] job. [REDACTED] stated that a conversation needed to occur with Mayor Her about what crosses the line.

█████ stated that █████ never told Mayor Her that Chief Henry was upset by the pictures. █████ stated that █████ does not think Mayor Her had malicious intent and believed Mayor Her was trying to build a friendship.

█████ stated that █████ and Chief Henry discussed that it would be problematic if Chief Henry went into Mayor Her's office and put up pictures of women in bikinis. █████ stated that Chief Henry said the UFC picture was inappropriate, and █████ agreed. █████ stated that █████ has never seen any pictures of █████ personnel in bodybuilding competitions or bodybuilding attire.

█████ stated that █████ did not appreciate Mayor Her showing up during that time. █████ gave the address to Mayor Her. █████

█████ stated that the last time █████ texted Mayor Her █████ She denied that anyone told her not to text or communicate with Mayor Her.

█████ stated that she knew Mayor Her was in Chief Henry's office, but she could not hear their conversations. █████ stated that █████ could hear Mayor Her's raised voice. This occurred early on in Mayor Her's administration. █████ stated that the relationship did not seem to change right away. █████ stated that Mayor Her was meeting with Chief Henry very frequently and then the meetings stopped, but █████ did not know when that occurred.

█████ stated that Mayor Carter would come in, but he mostly met with Chief Henry by phone or Teams.

█████ stated that there is professionalism on █████ but also a family atmosphere with joking. █████ stated that █████ would tell Mayor Her that she looked good or that █████ liked Mayor Her's outfits.

█████ stated that Mayor Her would make drinks, put them in mason jars, and bring them in. █████ stated that Chief Henry drinks MULK as his protein drink and had shared that with Mayor Her. █████ stated that Mayor Her would take the drinks from the refrigerator in the breakroom. She also stated that there was a box on Chief Henry's shelf that Mayor Her would take shakes from.

█████ stated that a █████ brought in a hot dog machine and that the group agreed they should have themed days. She stated that █████ came in January or February and that everyone called the event "Weiner Wednesday." █████ stated that █████ did not know whether Chief Henry knew about it. █████ they had not held Weiner Wednesday for a couple of weeks.

██████ stated that the change in the relationship between Chief Henry and Mayor Her was very noticeable.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] stated that the whole unit would rotate driving the Mayor. [REDACTED] stated that Chief Henry had [REDACTED] reach out to Mayor Her after she was elected and explained that the Police Department would be there for her. [REDACTED] stated that [REDACTED] was also involved, but [REDACTED] could not attend. [REDACTED] stated that [REDACTED] had a lunch meeting with Mayor Her [REDACTED]

[REDACTED] and that nothing unusual or concerning occurred. [REDACTED] her administration asked whether the Police Department could staff her while she went to the gym. [REDACTED] the Department could not staff that, [REDACTED] possibility that Mayor Her could come to the police gym.

[REDACTED] stated that Mayor Her began coming to the gym [REDACTED] The next time, [REDACTED] brought her to the gym and was in the gym with her. [REDACTED] stated that Mayor Her came to the gym at least three times per week.

[REDACTED] stated that when Mayor Her first started coming to the gym, she made a comment that they looked "beefy." [REDACTED] stated that the comment upset Chief Henry and that Chief Henry shook his head. [REDACTED] stated that there was no physical contact, that Mayor Her did not work out near them in a way [REDACTED] viewed as uncomfortable, and that [REDACTED] never thought her workout noises sounded sexual.

[REDACTED] stated that Mayor Her would sometimes come [REDACTED] and say hello to everyone. [REDACTED] did not think those visits were planned meetings and did not think the meetings were excessive. [REDACTED] stated that Mayor Her made health drinks [REDACTED] but that this happened only once or twice.

[REDACTED] stated that pictures were put up showing [REDACTED] and Chief Henry as bodybuilders, as well as UFC fighters. [REDACTED] stated that this happened one time and that [REDACTED] found the UFC picture [REDACTED] stated that Mayor Her's picture was placed around the office over [REDACTED] faces, including over a picture [REDACTED]

and Chief Henry. [REDACTED] stated that [REDACTED] did not think anything of it, but knew Chief Henry was upset. [REDACTED] stated that Chief Henry would not go to Mayor Her's office and do something similar. [REDACTED] stated that Chief Henry viewed the conduct differently. [REDACTED] characterized the pictures as unprofessional. [REDACTED] did not know whether anyone said anything to Mayor Her about the pictures [REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]

something like that. [REDACTED] stated that [REDACTED] does not know whether Chief Henry ever said anything to Mayor Her about the photographs.

[REDACTED] stated that, at the beginning, [REDACTED] interactions with Mayor Her were very good. [REDACTED] stated that Mayor Her seemed somewhat unsure about leading a group of people. [REDACTED] stated that under Mayor Carter, there was never a question that the Chief was the leader of the Police Department. [REDACTED] stated that Mayor Her's approach was very different from Mayor Carter's approach.

[REDACTED] stated that [REDACTED] was aware of conversations between Mayor Her and Chief Henry in which Mayor Her said it was "her department." [REDACTED] stated that Mayor Her seemed to think she was there to make day-to-day decisions for the Police Department, and [REDACTED] heard that she said, "This is my department."

[REDACTED] stated that [REDACTED] told [REDACTED] Mayor Her had called [REDACTED] "beefy" early on. [REDACTED] stated that they were trying to get past it. [REDACTED] stated that it was normal for others when the Mayor came in, but awkward for [REDACTED] and Chief Henry.

[REDACTED] stated that [REDACTED] laughed at [REDACTED] phone and showed [REDACTED] the meme sent by Mayor Her in a group message. [REDACTED] stated that Chief Henry heard [REDACTED] say something about what was going on. [REDACTED] stated that the communication from the Mayor [REDACTED] explained that they try to model appropriate behavior for others and the text message did not model appropriate behavior. [REDACTED] stated that this was when the line was drawn and [REDACTED] and Chief Henry determined they needed to put a stop to it.

[REDACTED] stated that, on Wednesdays, they call the hot dog event "Weiner Wednesdays." [REDACTED] stated that by the time of the text message, [REDACTED] very rarely saw Mayor Her.

[REDACTED] stated that the Department supplies the Mayor with a driver and backup drivers, and inspectors could be subject to driving the Mayor. [REDACTED] understood that Mayor Her selected [REDACTED] and that [REDACTED] served as backups. [REDACTED] stated [REDACTED] was aware Mayor Her seemed to travel out of state more than Mayor Carter and wanted her driver with her. [REDACTED] stated that the Department had never previously sent a security detail with the Mayor. [REDACTED] stated that officers cannot take law-enforcement action in other states, and Chief Henry wanted to make sure [REDACTED] was taking the appropriate steps to protect the driver. [REDACTED] understood that Mayor Her kept saying Minneapolis used that approach, while Chief Henry said the City did not. [REDACTED] stated that the maximum amount of overtime an officer can work is thirty-two hours per week. [REDACTED] stated that [REDACTED] and Chief Henry developed a plan to reduce overtime by assigning another driver. [REDACTED] believed Mayor Her would get to choose the other driver, but [REDACTED] was not sure.

█████ stated that █████ checks in with Chief Henry to make sure he is okay because he knows the situation is weighing on him. █████ stated that no one wants to leave their career as the person who made a complaint and has a bad relationship with the Mayor. █████ stated that the situation is not good for the agency or the community.

█████ stated that █████ has given █████ a cold response in recent months. █████ stated that █████ is not effective as a buffer and does not relay information to Mayor Her, which results in Mayor Her confronting Chief Henry about matters in public forums. █████ stated that █████ does not think Chief Henry and Mayor Her will be able to talk again because Chief Henry is so uncomfortable.

█████ stated that Mayor Her put her hands on █████ shoulders, leaned down toward █████ ear, and asked who she was supposed to talk to about fundraising. █████ stated that █████ slid █████ chair back so █████ could talk to Mayor Her face to face. This interaction made █████ uncomfortable. █████ and the interaction made █████ uncomfortable.

█████ stated that Mayor Her does not always try to hug █████ █████ stated that before the complaint, Chief Henry asked █████ how █████ would have felt if something similar had happened to █████ According to █████ Mayor Her said she was meeting with all of the directors one-on-one and asked Chief Henry to meet her at a bar or restaurant at night. █████ stated that Mayor Her was having a THC drink, asked Chief Henry whether █████ would drink, and said she would give █████ a ride home. Chief Henry asked █████ whether █████ thought the situation was odd. █████ said it was odd to ask for a one-on-one meeting outside the office. Chief Henry said it felt like a date and that █████ was uncomfortable with Mayor Her saying she would drive █████ home. █████ stated that there was underlying innuendo in that meeting and that it did not seem like a work meeting. █████ stated that Chief Henry brought the issue up the next day. █████

█████ stated that █████ stopped texting with Mayor Her because of where the situation was going. █████ stated that no one directed █████ to stop talking to her. █████ stated that █████ kept trying to steer Mayor Her back to leadership, but it seemed to fall on deaf ears.

█████ stated that the comments █████ being “beefy” and the pictures made █████ uncomfortable. █████ stated █████ that the conduct bothered █████ █████ stated that █████ is also bothered by the conduct and cannot talk about it.

█████ stated that Mayor Her seems to believe she can assign █████ to any position and that she could suspend Chief Henry, so █████ is concerned about retaliation.

█████ stated that █████ told █████ Mayor Her always talks about her husband being gone, which █████ understood as innuendo directed toward █████¹²

¹² █████ did not mention anything about this during █████ interview.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] first brought the matter to Chief Henry, who confirmed that an investigation was underway but stated that no one knew about it unless they were involved. [REDACTED]

[REDACTED] next spoke with [REDACTED] and made a side comment that Mayor Her appeared to have a fixation on breasts. When [REDACTED] asked what [REDACTED] meant, [REDACTED] said that, several months earlier, Mayor Her had cornered [REDACTED] asked what [REDACTED] thought of Mayor Her's breasts, and moved them around. [REDACTED] asked whether [REDACTED] had told anyone.

[REDACTED]

[REDACTED]

[REDACTED] | [REDACTED] to say

hello after hearing Mayor Her's voice;

According to [REDACTED]

Mayor Her said, "Oh

§ 87(2)(b) exchanged text messages about Mayor Her coming to the Department and meeting with employees. On § 87(2)(b) texted § 87(2)(b) friend about her conversation with Mayor Her concerning Mayor Her's breasts. § 87(2)(b) provided screenshots of those messages:



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Investigation Conclusion/Findings and Basis for Same

Finding One:

The investigation substantiated the allegations that Mayor Her has acted inappropriately with City employees.

On March 25, 2026, Mayor Her sent the following text to [REDACTED]



Exhibit 30.

Mayor Her does not deny sending the Weiner Wednesday texts to [REDACTED] on March 25, 2026. She mistakenly believes that because the messages were sent and received on personal devices that there should be no issue. The investigation confirmed Mayor Her did not write the line above the picture “When she wraps you up in her blanket after you gave her a good weiner” because that was a meme created by the content creator Savage Dynasty on March 21, 2026:

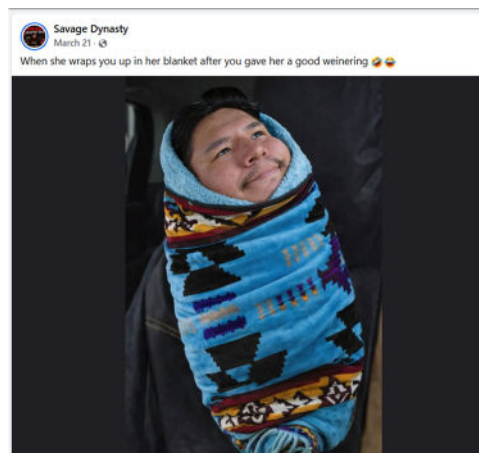


Exhibit 27.

However, regardless of whether Mayor Her drafted the words, the content of the meme is sexual in nature and inappropriate. Mayor Her also took the time to photoshop [REDACTED] into the meme created by Savage Dynasty. Although [REDACTED] testified [REDACTED] were not offended by the text or meme sent by Mayor Her, it was inappropriate. The text/meme above violates the City's Workplace Conduct Policy relating to offensive material. The City's Workplace Conduct Policy defines offensive material as including: "Material displayed or disseminated in pictures, posters, cartoons, or written or electronic communications, including emails, websites, social media posts, texts, memes, and all other forms of offensive content that reasonably causes another to experience insult or disrespect through various communication."

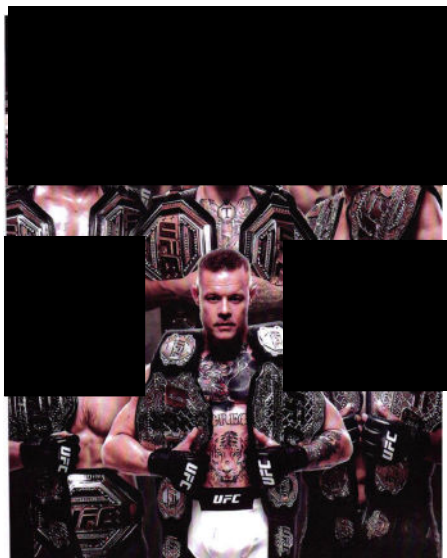
Had a male mayor sent this type of text to two younger, female officers, there would be no question about the inappropriateness of the behavior. While it is understood Mayor Her may feel she has developed personal friendships with [REDACTED] her behavior puts the City at risk given her position of authority over the officers. Regardless of the friendship that has developed between Mayor Her and [REDACTED] it is unacceptable for her to be texting sexual messages to any City employee.

The concerns regarding Mayor Her's relationship with [REDACTED] are legitimate. Mayor Her has expressed that [REDACTED] and admits that she has developed a close, personal relationship with [REDACTED]. While this relationship may be well-intentioned by Mayor Her and welcomed by [REDACTED] the relationship has the potential to cause issues for the City.

Finding Two:

The investigation substantiated the allegations that Mayor Her created and shared inappropriate photographs.

The investigation confirmed that Mayor Her photoshopped several pictures of Chief Henry and [REDACTED] and placed them around [REDACTED] of the Police Department, including inside Chief Henry's office. The photographs included pictures of Chief Henry [REDACTED] as UFC fighters wearing nothing but shorts and UFC belts partially covering their bare chests. The original picture along with the photoshopped picture by Mayor Her are below:



Exhibits 28 (original photo) & 4 (photoshopped photo).

Mayor Her also photoshopped a picture of [REDACTED] as bodybuilders. The original photograph and the photoshopped pictures are below:



Exhibits 29 (original photo) & 5 (photoshopped photo).

Once again, had a male mayor photoshopped female police officers in such minimal amount of clothing, there would be no question about the inappropriateness of the behavior. Similarly, had Chief Henry photoshopped Mayor Her and female members of her administration in bikinis and posted the pictures up around Mayor Her's office, the behavior would be unacceptable. Mayor Her's explanation that she was simply "matching the culture" of the Police Department does not excuse the behavior. Although Mayor Her may have been told by individuals that the photoshopped pictures were funny, the pictures depicting officers in minimal amounts of clothing crossed a boundary that a person in Mayor Her's position should know would be unacceptable. The above

photoshopped pictures violate the City's Workplace Conduct Policy relating to offensive material.

The investigation also revealed that Mayor Her placed her headshot on various photographs [REDACTED] of the Police Department. Exhibits 3 & 19. She also photoshopped pictures of Chief Henry and [REDACTED] as boy band singers. Exhibit 6. This behavior was odd and could have been addressed by someone simply telling Mayor Her that the conduct was not welcome. Mayor Her's testimony that officers did not initially know she was the one that placed the photographs around the office is not credible. [REDACTED] discovered Mayor Her placing Mayor Her's headshot on the command staff's pictures and stopped Mayor Her from putting a picture over [REDACTED] picture. The pictures provided by [REDACTED] confirm [REDACTED] picture was the only one not covered by Mayor Her's headshot or the photoshopped UFC picture. [REDACTED] told others about Mayor Her's conduct and Mayor Her asked [REDACTED] if [REDACTED] received her picture, so there was no confusion amongst the command staff about who was putting the pictures up [REDACTED]. Given that [REDACTED] voiced [REDACTED] opposition to having [REDACTED] headshot covered by Mayor Her, Mayor Her should have been alerted to the fact that [REDACTED] conduct may not be well received.

Although Mayor Her credibly testified she intended the pictures to serve as a practical joke, the behavior is unexpected given the Department and individuals involved. While it may be true that the Police Department holds "Weiner Wednesdays" and jokes around, it was odd for Mayor Her to come into the Police Department and invade the space with not only her headshot, but also the inappropriately photoshopped pictures.

Finding Three:

The investigation did not substantiate the allegations that Mayor Her was sexually harassing Chief Henry, but it did substantiate that Mayor Her created an uncomfortable work environment for Chief Henry.

The text messages exchanged between Chief Henry and Mayor Her dating back to November 2025 confirm the two developed a close working relationship. Exhibit 7. Both expressed respect and support for one another. Chief Henry provided Mayor Her at least two gifts and invited her to a cigar bar. Mayor Her developed relationships with not only Chief Henry, but also other members of the Police Department. Text messages reviewed demonstrate what appeared to be friendships developed between Mayor Her and other [REDACTED]. Members of the Police Department expressed sincere appreciation for Mayor Her and her support of the officers.

The relationship between Mayor Her and Chief Henry took a noticeable turn sometime in mid to late January 2026 and their text messages dramatically decreased. Exhibit 7. Given the apparent friendship that developed between Mayor Her and Chief Henry, the investigation did not substantiate that there was anything inappropriate about Mayor Her surprising Chief Henry and another officer at a golf simulator on February 6, 2026. The evidence shows [REDACTED] provided the address of the golf simulator to Mayor Her and Chief Henry and Mayor Her had previously texted about golf. Mayor Her's

surprise appearance at the golf outing may have been unexpected, but there was nothing inappropriate about it.

While Chief Henry has alleged Mayor Her attempted to set up a “date” with him at Sweeney’s on February 28, 2026, the text messages demonstrate this contention is not credible. Despite Chief Henry indicating the contrary, a review of text messages relating to the meeting confirmed that Mayor Her explicitly told Chief Henry he could bring his spouse or even [REDACTED] to the meeting. Exhibit 7. Further, Mayor Her indicated she wanted the time to get to know each other better, but there is no evidence to support the contention that she was treating the meeting as a “date.”

The investigation confirmed that during the meeting at Sweeney’s, Mayor Her posed a set of options to Chief Henry that included a request for him to decide whether the two were going to be “friends” or not. Mayor Her still believes Chief Henry should have to answer that question. Although Mayor Her may intended to question whether Chief Henry would continue to be someone she could trust, the requirement that a subordinate employee tell Mayor Her whether he will be “friends” with her is inappropriate. However, the investigation did not sustain the contention that this demand for an answer was sexual in nature.

On March 18, 2026, a budget meeting was held where Chief Henry alleges Mayor Her placed her hand on his thigh on two separate occasions. Mayor Her initially testified she *may* have touched Chief Henry’s leg, but denied that the touch was sexual in nature. At her last interview, Mayor Her could not recall ever touching Chief Henry’s leg. [REDACTED] [REDACTED] witnessed at least one of the touches. While the investigation did not substantiate a determination that the touch was sexual in nature, the investigation did substantiate the touch was unwelcome and caused considerable discomfort to Chief Henry given Mayor Her’s recent demand that he choose whether to be her “friend” or not.

Overall, the testimony and text messages demonstrate a friendship developed between Mayor Her and Chief Henry beginning in December 2025. The investigation did not substantiate that any of the conversations between Mayor Her and Chief Henry were sexual in nature. However, once Chief Henry became uncomfortable with the friendship, the once welcomed interactions were no longer welcomed.

Finding Four:

The investigation did not substantiate the allegations that Mayor Her has sent inappropriate messages to other City employees other than [REDACTED] who received the meme in March 2026.

From Mayor Her’s personal cell phone, 51,316 messages were reviewed. From Mayor Her’s City issued cell phone, 4,285 messages were reviewed. A review of every text message in Mayor Her’s personal and City issued cell phones was conducted and no other inappropriate messages were found other than the message/meme referenced above sent to the two officers on March 25, 2026.

Finding Five:

The investigation did not substantiate the allegations that Mayor Her made sexual noises while working out at the Police Department gym.

While some officers reported hearing noises from Mayor Her during her workouts in the Police Department gym that sounded like she was having an orgasm, there were others that denied hearing these noises. The Fire Department video from February 13, 2026 (Exhibit 21) confirms Mayor Her does make grunting noises while engaging in demanding physical workouts, but there is no evidence that even if she made these same noises at the Police Department that the noises were sexual in nature.

Women are allowed to make noises in the gym when lifting heavy weights and the mere fact that Mayor Her may have been loud during her exertion does not mean she was doing so in a sexual manner. Much like the other cited concerns, had a man been grunting in the gym, it is unlikely he would be accused of making “orgasmic” noises.

Finding Six:

The investigation substantiated the allegations that Mayor Her engaged in offensive and inappropriate behavior with two female City employees.

On January 14, 2026, it is alleged that Mayor Her engaged in a discussion with a female Police Department employee in which Mayor Her repeatedly discussed her breasts, touched her breasts, and made the female employee uncomfortable. Although Mayor Her does not recall this incident taking place and denies that she would have discussed her breasts or touched her breasts in front of this employee, the evidence corroborates the employee’s version of events. The employee’s text message to her friend the same day the interaction is alleged to have occurred references the uncomfortable interaction and Mayor Her’s question about the appearance of Mayor Her’s breasts. Exhibit 20. This interaction was in violation of the City’s Workplace Conduct Policy relating to offensive behavior. There is no evidence to suggest this employee’s reporting of this incident was coerced in any way. The employee provided credible testimony about the interaction and just prior to the interaction, she texted with her friend about her admiration for Mayor Her.

Sometime in February 2026, a [REDACTED] alleges Mayor Her discussed her breasts with her in the locker room of the Police Department gym. Specifically, [REDACTED] alleges Mayor Her stood near her in only her bra and repeatedly asked if her breasts would look appropriate for an upcoming national interview. [REDACTED] also alleges Mayor Her approached her and complimented [REDACTED] breasts. Mayor Her denies engaging in a conversation about breasts with [REDACTED] and instead testified that both were discussing the changes women’s bodies undergo with age. According to Mayor Her, the women exchanged compliments and she denies exposing her breasts to [REDACTED]. This incident is more of a close call. While there is no strong corroborating evidence to support the [REDACTED] version of events, there are others in the Police Department who corroborated hearing [REDACTED] say she had an uncomfortable interaction with

Mayor Her in the women's locker room. Given the prior incident involving the other female employee from January 2026, it is more likely than not that the discussion about women's changing bodies included a discussion about Mayor Her's breasts. While Mayor Her likely thought she was developing friendships with those in the Police Department, the [REDACTED] credibly reported that she was uncomfortable with the conversation and it was a violation of the City's Workplace Conduct policy relating to offensive behavior. The City's Workplace Conduct policy defines offensive behavior: "May include such actions as rudeness, angry outbursts, bullying, harassment, inappropriate humor, vulgar obscenities, name-calling, disparaging language, impeding movement, blocking, or intimidating conduct and acts, or any other behavior regarded as offensive to a reasonable person."

Finding Seven:

The investigation did not substantiate the allegations that Mayor Her and Chief Henry retaliated against one another.

Chief Henry alleged Mayor Her retaliated against him when he did not accept her advances. He alleged this occurred through the budget process and through the City's failure to contribute to PERA. This allegation was not substantiated for two reasons. First, there is no evidence to support the contention that Mayor Her had any control or influence in whether the Police Department's pay increase approved by Mayor Carter was to be contributed to the officers' pensions. Second, Mayor Her asked every Department to evaluate their expenses and make cuts to the budget. Given the City's overall financial position, there is no evidence Mayor Her singled out the Police Department in her efforts to make budgetary cuts.

Similarly, Mayor Her alleged Chief Henry retaliated against her by attempting to change her driver schedule. Mayor Her admittedly prefers one officer to serve as her security detail. She works long hours which necessarily equates into long hours for the officer assigned to her. While Mayor Her may feel more comfortable with the officer she has chosen, the investigation confirmed that the financial impact of this decision is considerable. Exhibit 25. Chief Henry (and others in the Police Department) legitimately wanted to address the significant overtime being incurred. The two-shift model proposed by the Police Department was reasonable and would have saved the Police Department money—an important consideration in light of the budgetary issues facing the City. Additionally, although Mayor Her objected to the [REDACTED] officer the Police Department attempted to assign to her, indicating that she was not an original applicant, Mayor Her's text messages show Mayor Her specifically requested that officer to be considered for the security detail back in November 2025. Therefore, there is no evidence to support Mayor Her's contention that an affirmative assignment of the selected [REDACTED] officer to the driver detail was an attempt to retaliate against her in some way.

In addition, with regard to overnight travel, Chief Henry (and others in the Police Department) addressed legitimate concerns about overtime, the authority of the security detail in other states, potential liability issues, and safety concerns. The investigation did not reveal any evidence to suggest these cited concerns were fabricated or without merit.

General Observation:

While the investigation has been pending, the Police Department and Mayor's Office have continued to operate as expected. The interactions between Mayor Her and Chief Henry have been limited, but strained. Each side has accused the other of retaliation. The temporary solution to assign [REDACTED] as the intermediary between Mayor Her and Chief Henry is not a sustainable solution as it does not allow for a free flow of dialogue between these two important City leaders.

Respectfully submitted,

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Dated: September 14, 2026

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