



September 17, 2026

Mayor Kaohly Her
City Hall, Suite 390
15 W. Kellogg Blvd.
Saint Paul, MN 55102

Re: City of Saint Paul Workplace Conduct Complaint - Respondent

Dear Mayor Her,

On March 30, 2026 the City became aware of allegations of behavior on your part which, if true, would violate the City Workplace Conduct Policy. This led to an investigation that was completed on September 14, 2026.

The investigation substantiated the following allegations that are inconsistent with City Workplace Conduct Policy:

- You engaged in offensive and inappropriate behavior with City employees.
- You created and shared offensive material.
- You created an uncomfortable work environment for City employees.

The investigation did not substantiate the following allegations:

- You engaged in sexual harassment of any City employee.
- You sent inappropriate text messages to City employees, other than with two employees.
- You made sexual noises while exercising at a City facility.
- You retaliated against any City employee.

The substantiated findings reflect conduct that did not meet the City's expectations and require your immediate attention.

The following are action steps you should take to ensure your conduct is consistent with the City's Workplace Conduct policy:

- Comply with all applicable City-wide policies and workplace expectations.
- Maintain appropriate professional boundaries and exercise sound judgment in workplace interactions.
- Attend training on workplace conduct.
- Retain an executive coach at your own expense.



SAINT PAUL
HUMAN RESOURCES

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Your compliance with these action steps will be followed up by the Human Resource Director monthly for the next six months.

The City of Saint Paul does not tolerate offensive behavior, dissemination of offensive materials, and it does not tolerate any retaliation toward anyone who complains about such behavior. Should any of these occur at any time, please let me know so that I can respond appropriately. You are also directed not to take any hostile or retaliatory action toward anyone involved in the investigation.

Sincerely,

Kamaria Kassim
Director of Human Resources