

**CITY OF MINNEAPOLIS
OFFICE OF POLICE CONDUCT REVIEW**

COMPLAINT INFORMATION					
Case Number	Precinct	CCN	Date of Incident	Time	Preference
17-05963			March 31, 2017	05:15 PM	No Preference
Location of Incident		City/State/Zip		Date of Complaint	
19 4th ST		Minneapolis 55401		April 03, 2017	
Complainant Name (Last, First, Middle Initial)			Sex	Race	DOB
Joint Supervisors					
Home Address		City/State/Zip		Primary Telephone	
JURISDICTION			CATEGORY		
OPCR Ord. § 172.20(8)			VIOLATION OF THE P&P MANUAL		
BADGE/NAME			ALLEGED POLICY VIOLATIONS		
3623 ; Kasso, Leila			MPD P&P § 1-403 - COMPLIANCE WITH LAWFUL ORDERS		
			13.43 - Personnel Data		
ALLEGATION SUMMARY					
It is alleged that the officer refused multiple direct orders from her supervisor and left her post before being properly relieved.					
SUPERVISOR ASSESSMENT					
MEDIATION <input type="checkbox"/> Refer to Mediation COACHING <input type="checkbox"/> Refer to Precinct INVESTIGATIONS <input type="checkbox"/> Preliminary Investigation <input type="checkbox"/> Civilian Investigator: _____ <input type="checkbox"/> Sworn Investigator: _____ <input type="checkbox"/> Admin Investigation: Investigator			DISMISS <input type="checkbox"/> Reckoning Period Expired <input type="checkbox"/> No Basis <input type="checkbox"/> Failure to State a Claim <input type="checkbox"/> Failure to Cooperate <input type="checkbox"/> Exceptionally Cleared <input type="checkbox"/> Lack of Jurisdiction <input type="checkbox"/> Withdrawn <input type="checkbox"/> Duplicate <input type="checkbox"/> Refer to Dispatch <input type="checkbox"/> Refer to: _____ <input type="checkbox"/> Closed - Pending Further Information		
FINAL APPROVED INVESTIGATIVE REPORT <input type="checkbox"/> Refer to Panel					
IAU Supervisor				Date	
Director - Office of Police Conduct Review				Date	

**CITY OF MINNEAPOLIS
OFFICE OF POLICE CONDUCT REVIEW**

INVESTIGATIVE REPORT

Complaint Number: 17-05963

Investigator: Liisa M Hill

Officer (s): Leila Kasso

Case Type: Administrative

Date of Incident: March 31, 2017

Complaint Filed: April 04, 2017

CASE OVERVIEW

On March 31, 2017, it is alleged that Officer Kasso refused multiple direct orders from her supervisor, Sergeant [REDACTED] **13.43 - Personnel Data**

ALLEGATIONS

Allegation 1: Officer Kasso allegedly failed to obey a lawful order given to her by her supervisor Sergeant [REDACTED] **13.43** [REDACTED] **13.43**. MPD P&P § 1-403 – COMPLIANCE WITH LAWFUL ORDERS

13.43 - Personnel Data

Allegation 3: Officer Kasso is alleged to have used profane language in her verbal interaction with Sergeant [REDACTED] **13.43** [REDACTED] **13.43**. MPD P&P § 5-105(5) – PROFESSIONAL CODE OF CONDUCT

CASE INVESTIGATION

I. Statement of Sergeant [REDACTED] **13.43** [REDACTED] **13.43**

On April 27, 2017, Minneapolis Police Department Sergeant [REDACTED] **13.43** [REDACTED] **13.43** was interviewed by Office of Police Conduct Review (OPCR) Investigator Liisa M. Hill. Sergeant [REDACTED] **13.43** stated he was approached by one of the First precinct supervisors, Sergeant LaLuzerne, asking him if he knew where the desk officer

was because there was an elderly woman in the foyer/entrance area of the precinct. The desk officer was in control of letting individuals into the precinct for the purpose of making complaints and other public services to those entering the precinct. Sergeant LaLuzerne let the woman in and told her he would find the Desk Officer. After approximately ten (10) to fifteen (15) minutes Officer Kasso was observed to have returned to the front desk. A few hours later, Sergeant Pickhardt asked Sergeant 13.43 where the Desk Officer was because no one was present at the front desk. Sergeant 13.43 stated he went to meet Lieutenant James Novak to ask him if he wanted to go to dinner. Sergeant 13.43 stated as he came down the stairs to the first level. Sergeant 13.43 stated, from the stairs, you can see the back of the front desk area, and he didn't see Officer Kasso at the desk. He then proceeded into Lieutenant Novak's office and addressed the situation with Lieutenant Novak. Lieutenant Novak stated it was Sergeant 13.43 decision to address the matter with Officer Kasso. Sergeant 13.43 stated this had been an ongoing problem with Officer Kasso, questioning his authority as a supervisor. Sergeant 13.43 stated while he was talking to Lieutenant Novak, he continued to back out of the office and observe the front desk area to see if Officer Kasso had returned. After Officer Kasso had not returned to the front desk, Sergeant 13.43 informed Lieutenant Novak he was going to address the issue with Officer Kasso, and proceeded past the small kitchen area up the ramp to where the Safe Zone camera room was located. Sergeant 13.43 stated Officer Kasso's partner Officer Heather Sterzinger was working Safe Zone Camera duty and assumed Officer Kasso was there because it had been an ongoing issue with Officer Sterzinger being at the front desk with Officer Kasso too much. Sergeant 13.43 stated he nonchalantly called out "Hey, has anybody seen my desk person?"¹ which he thought would get Officer Kasso's attention.

At that point Sergeant 13.43 turned to his right and saw Officer Kasso walking towards him. Sergeant 13.43 could not say definitively that Officer Kasso was coming from the area of the safe zone camera room because the women's locker room, women's bathroom and the weight room are also located in the same area as the Safe Zone Camera Room. As Officer Kasso was walking towards Sergeant 13.43, Sergeant 13.43 stated he said something to the effect, "You know, hey, Leila, you know, I need you on the desk."² Sergeant 13.43 stated Officer Kasso attempted to pass him then stopped, turned back quickly, and squared up towards him. Sergeant 13.43 stated Officer Kasso then "pulled her body back and she just kept like lookin' me like head to toe and then she just did this long drawn out "A-a-a-and?"³ Sergeant 13.43 stated he responded "And what?"⁴

Sergeant 13.43 reiterated to Officer Kasso that she was assigned and was needed at the front desk. Officer Kasso responded with another drawn out "A-a-a-a-and?"⁵ Sergeant 13.43 stated Officer Kasso's body posture and tone appeared to him that she was challenging his authority. After a verbal exchange with Sergeant 13.43 telling Officer Kasso, "you don't have to get an attitude"⁶ and Officer Kasso responding, "Don't treat me like a child"⁷. Sergeant 13.43 stated he told Officer Kasso, "Do I need to send you home or, or do you need to go home?"⁸ Officer Kasso responded, "Don't threaten me."⁹ Sergeant 13.43 countered "I'm not threatening you but now I'm ordering you to get back to the desk."¹⁰ Sergeant 13.43 stated after he told Officer Kasso to return to the front desk, she turned and walked up the ramp in the opposite direction. Sergeant 13.43 then verbally told Officer Kasso that he

¹ Statement of Sergeant 13.43 13.43, page 3, paragraph 20

² Statement of Sergeant 13.43 13.43, page 3, paragraph 35

³ Statement of Sergeant 13.43 13.43, page 3, paragraph 50

⁴ Statement of Sergeant 13.43 13.43, page 3, paragraph 50

⁵ Statement of Sergeant 13.43 13.43, page 4, top of page

⁶ Statement of Sergeant 13.43 13.43, page 4, paragraph 10

⁷ Statement of Sergeant 13.43 13.43, page 4, paragraph 10

⁸ Statement of Sergeant 13.43 13.43, page 4, paragraph 20

⁹ Statement of Sergeant 13.43 13.43, page 4, paragraph 20

¹⁰ Statement of Sergeant 13.43 13.43, page 4, paragraph 20

was relieving her of duty for the night. Sergeant 13.43 then went directly into Lieutenant Novak's office and shut the door. After approximately ten (10) minutes of discussing the situation with Lieutenant Novak and notifying the first precinct inspector and Sergeant 13.43 direct lieutenant, Lieutenant Mattson, Sergeant 13.43 exited Lieutenant Novak's office and observed Officer Kasso at the front desk accompanied by Officer Sterzinger. Sergeant 13.43 walked up to the desk and told Officer Sterzinger to return to the Safe Zone Camera Room, which she did. Sergeant 13.43 then addressed Officer Kasso. Sergeant 13.43 told Officer Kasso that she was relieved of duty and to gather her personal items. Sergeant 13.43 stated Officer Kasso would not look at him, and when he tried to explain his reasons for her being relieved of duty, Officer Kasso responded with "Nope, nope, you've said enough, sir. Nope."¹¹

Sergeant 13.43 was asked if there are any written instructions at the front desk advising the desk officer of their specific duties. Sergeant 13.43 responded there are no written rules but it's understood you don't leave the desk for an extended period of time without either notifying a supervisor or without finding someone who can cover the desk for you. Sergeant 13.43 was asked when he talked to Officer Kasso about her duties at the desk or any officer assigned to the desk, do they specifically understand that you cannot leave the desk, that if you leave the desk, it's incumbent upon you to get someone to of fill in until you have finished with your, ten or fifteen minutes for lunch/dinner or bathroom break. Sergeant 13.43 was asked if it is specifically stated to officers working the front desk that they cannot leave unless they are relieved by another Officer. Sergeant 13.43 stated that he has "never specifically given those instructions and unfortunately he could not address the specifics of that answer in relation to the consistency in supervisory instructions"¹².

II. Statement of Lieutenant 13.43



¹¹ Statement of 13.43 13.43, page 6, top of page
¹² Statement of 13.43 13.43, page 6, paragraph 30
¹³ Statement of 13.43 page 2, paragraph 15
¹⁴ Statement of 13.43 page 2, paragraph 20

13.43

13.43

13.43

13.43 - Personnel Data

13.43

13.43

III. Statement of Officer 13.43 - Personnel Data

13.43

13.43

13.43

13.43

13.43

13.43

13.43

- ¹⁵ Statement of Lt. 13.43 page 2, paragraph 20
- ¹⁶ Statement of Lt. 13.43 page 3, paragraph 30-35
- ¹⁷ Statement of Lt. 13.43 page 4, paragraph 50
- ¹⁸ Statement of Lt. 13.43 page 5, paragraph 50
- ¹⁹ Statement of Officer 13.43 page 2, paragraph 5
- ²⁰ Statement of Officer 13.43 page 2, paragraph 20
- ²¹ Statement of Officer 13.43 page 2, paragraph 25
- ²² Statement of Officer 13.43 page 2, paragraph 25
- ²³ Statement of Officer 13.43 page 2, paragraph 25
- ²⁴ Statement of Officer 13.43 page 2, paragraph 25



V. Statement of Officer

13.43 - Personnel Data



³¹ Statement of Officer

³² Statement of Officer

³³ Statement of Officer

13.43

page5, paragraph 15

page5, paragraph 40

page 6, paragraph 15

13.43

13.43 - Personnel Data

13.43

VI. Statement of Officer Leila Kasso

On May 12, 2017, Minneapolis Police Department Officer Leila Kasso was interviewed by Office of Police Conduct Review (OPCR) Investigator Liisa M. Hill. Officer Kasso stated that on March 31, 2017, she was assigned as the first precinct front desk officer. Her supervisor was Sergeant [REDACTED] [REDACTED]. During roll call that day, there was information disseminated relating to a Lil Wayne concert being held at the Target Center, and the issue of officer safety. Officer Kasso stated during her shift she received a call from an officer working off-duty near Target Center. The off-duty officer asked Officer Kasso if there were any issues involving the concert. Officer Kasso realized she could not answer the question, and called her partner, Officer Sterzinger, who was working in the Safe Zone Camera Room. Officer Kasso attempted to transfer the off-duty officer to the Safe Zone room, but the call was disconnected. The off-duty officer called again and Officer Kasso gave her the phone extension to the Safe Zone Room. Officer Kasso stated she decided to go to the Safe Zone Camera room to make sure the off-duty officer received the information she requested, and to observe for herself if there were any potential problems in the area of the Target Center.

Officer Kasso stated she was in the Safe Zone Camera Room a matter of minutes, when she saw on the vestibule camera, that an individual was waiting to be let into the precinct. Officer Kasso stated she immediately left the Camera Room, and “high tailed it to the front desk”.³⁶ Officer Kasso stated while she was in the Camera Room she never heard Sergeant [REDACTED] inquiring as to where his desk officer was. As

³⁴ Statement of [REDACTED] 13.43 page 3, paragraph 30

³⁵ Statement of [REDACTED] 13.43 page 8, paragraph 10

³⁶ Statement of Leila Kasso, page 12, paragraph 20

Officer Kasso was returning to the desk area, Sergeant 13.43 was standing next to the stairs and kitchen area.

Officer Kasso stated as she was walking past Sergeant 13.43 said something like, "I was waiting for you."³⁷ Officer Kasso stated it was her perception that Sergeant 13.43 wanted to start a fight with her, so she stated she stopped and faced him. Officer Kasso stated Sergeant 13.43 appeared to be angry. Officer Kasso described her relationship with Sergeant 13.43 as poor, adding she believed Sergeant 13.43 was adversarial towards her. Officer Kasso stated Sergeant 13.43 did not ask her where she had been, nor in her opinion did he appear to care. Sergeant 13.43 said something to Officer Kasso which she could not remember, but stated, she responded by replying, "anything else, and don't talk to me like a child."³⁸ Sergeant 13.43 responded to Officer Kasso by telling her, if she kept going, he would send her home. Officer Kasso stated she felt threatened. She returned to the Camera Room to ask Officer Sterzinger to come up to the front desk and be a witness to any further verbal altercations with Sergeant 13.43. While Officer Kasso and Officer Sterzinger were at the front desk, Sergeant 13.43 approached them and told Officer Sterzinger to go back to the Camera Room. Sergeant 13.43 then told Officer Kasso she was relieved of duty. Officer Kasso stated she was in shock, and started to pack her personal items. Sergeant 13.43 told Officer Kasso "I don't know why you're making a big deal about this."³⁹ Officer Kasso stated, "at that point, I just needed him to just leave me alone and so I put up my hand and I said, Have a good day, sir. And then that's when he stopped and he walked away and he let me grab my stuff and walk out."⁴⁰

Officer Kasso stated she does not recall using any swear words during her verbal interaction with Sergeant 13.43. Officer Kasso was asked, during her verbal interaction with Sergeant 13.43, did Sergeant 13.43 order her back to her assigned duty at the front desk, and did she go to the front desk. Officer Kasso replied, "I don't think that I did at that time. I think that it was, when he made the threat, to, um, to send me home or to terminate me, that's when I just disengaged from talkin' to him altogether and that's when I went to go get Officer Sterzinger."⁴¹ Officer Kasso stated that from her and Sergeant 13.43 location it would have taken just seconds for her to walk to the Camera Room, ask Officer Sterzinger to come to the front desk and ultimately arrive at the front desk.

Officer Kasso was asked if she received a briefing from Sergeant 13.43 communicating to her that if she had to step away from the desk for any reason, to let Sergeant 13.43 know or make sure she got somebody to relieve her. Officer Kasso replied, no. Officer Kasso was asked if there are any written procedures or directions for those officers assigned to the front desk. Officer Kasso replied, not to her knowledge. Officer Kasso was also asked, if there occasions were someone may look towards the front desk and not see an officer sitting there. Officer Kasso stated there are times the desk officer will take a complainant into the conference room around the corner from the front desk area to take the report. The only way to know if someone is in the conference room would be to physically look, so, it might appear no officer is at the desk, but, in fact they are in the conference room taking a report.

³⁷ Statement of Leila Kasso, page 13, paragraph 50

³⁸ Statement of Leila Kasso, page 14, top of page

³⁹ Statement of Leila Kasso, page 14, paragraph 30-35

⁴⁰ Statement of Leila Kasso, page 14, paragraph 30-35

⁴¹ Statement of Leila Kasso, page 15, paragraph 35

DISCUSSION

The Minneapolis Police Department's Policy and Procedure Manual states in part:

MPD P&P § 1-403 COMPLIANCE WITH LAWFUL ORDERS

An employee must always obey lawful orders given by supervisors or their designees, but all employees will be held accountable for their use of delegated authority.

Officer Kasso stated she left her assigned duty at the front desk and went to the Safe Zone Camera Room, to address an off-duty officer's request for assistance regarding the Lil Wayne concert and possible crowd control problems at the Target Center. After leaving the Safe Zone Camera Room, she encountered Sergeant [13.43], and a verbal altercation ensued. Officer Kasso indicated she did not immediately return to the front desk as requested by Sergeant [13.43] because she felt threatened and felt the need to have a witness to what she perceived as a hostile interaction with Sergeant [13.43]. Officer Kasso indicated it was only a matter of seconds before she returned to the front desk area accompanied by Officer Sterzinger.

Sergeant [13.43] stated Officer Kasso did not immediately comply with his orders for her to return to her assigned duty station. However, Sergeant [13.43] stated after giving Officer Kasso the command to return to the front desk, he immediately entered Lieutenant Novak's office and shut the door. It is unknown exactly when Officer Kasso complied with his command to return to her assigned duty at the front desk. By entering Lieutenant Novak's office, Sergeant [13.43] lost visual contact with Officer Kasso.

The Minneapolis Police Department's Policy and Procedure Manual states in part:

13.43 - Personnel Data

13.43

The Minneapolis Police Department's Policy and Procedure Manual states in part:

MPD P&P § 5-105(5) – PROFESSIONAL CODE OF CONDUCT

Employees shall be decorous in their language and conduct. They shall refrain from actions or words that bring discredit to the Department.

Officer Kasso stated she does not recall using profane language in her verbal interaction with Sergeant 13.43 13.43. Officer Kasso does describe her interaction with Sergeant 13.43 as threatening and intense.

CLOSING

1. Did Officer Kasso fail to obey a lawful order given to her by her supervisor to return to her assigned duty station?

• Officer Kasso did comply with Sergeant 13.43 command for her to return to her assigned duty station. However, because of her perceived feeling of hostility being directed at her by Sergeant 13.43, Officer Kasso contacted Officer Sterzinger whom Officer Kasso wished to bear witness to any further interaction or conversation between her and Sergeant 13.43. Officer David Martinson stated from the time he heard the verbal interaction between Officer Kasso and Sergeant 13.43 to the time he observed Officer Kasso at the front desk was not even a minute, "it was pretty quick"⁴².

13.43 - Personnel Data


3. Did Officer Kasso use profane language in her verbal interaction with Sergeant 13.43 13.43?

- Officer Kasso stated she did not recall using any profane language in her verbal interaction with Sergeant 13.43.
- Officer Knuth stated "he believed he heard Officer Kasso say something along the lines of, don't fucking start with me."⁴³ when Officer Kasso was interacting with Sergeant 13.43.

⁴² Statement of Officer 13.43, page 3, paragraph 15

⁴³ Statement of Officer 13.43, page 2, paragraph 5

I confirm that the information I provided in this case is true to the best of my knowledge.



Investigator: Liisa M Hill

November 16, 2017

Date:

EVIDENCE

1. Statements

- a) [REDACTED] 13.43 13.43
- b) [REDACTED]
- c) 13.43 - Personnel Data
- d) [REDACTED]
- e) [REDACTED]
- f) Officer Leila Kasso

2. Memos

- a) [REDACTED] 13.43
- b) 13.43 - Personnel Data
- c) [REDACTED]

3. Map/Drawing of First Precinct

NOTICE OF DISCIPLINE

July 15, 2020

Officer Leila Kasso
Covid19 Operations
Minneapolis Police Department

RE: OPCR Case Number 17-05963
Notice of Written Reprimand

Officer Kasso,

The finding for OPCR Case #17-05963 is as follows:

<u>Policy Number</u>	<u>Sub-Section</u>	<u>Policy Description</u>	<u>Category</u>	<u>Disposition</u>
1-403		Compliance with Lawful Orders	B	<u>Merit</u>
5-105	(5)	Professional Code of Conduct	B	<u>Merit</u>

As discipline for this incident, you will receive this Letter of Reprimand.

This case will remain in the OPCR files per the record retention guidelines mandated by State Law.

Be advised that any additional violations of Department Rules and Regulations may result in disciplinary action up to and including discharge.

Sincerely,



Medaria Arradondo
Chief of Police

By: Michael Kjos, Assistant Chief of Police
Henry Halvorson, Deputy Chief, Professional Standards Bureau

NOTICE OF RECEIPT

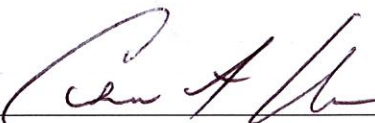
Acknowledgement of receipt:

I, Leila Kasso, acknowledge that I have received my Notice of Discipline for OPCR Case #17-05963.



Officer Leila Kasso

7-20-2020
Date of receipt



Commander Charles Adams

7-20-2020
Date

CC: Personnel
Cmdr. Adams
OPCR