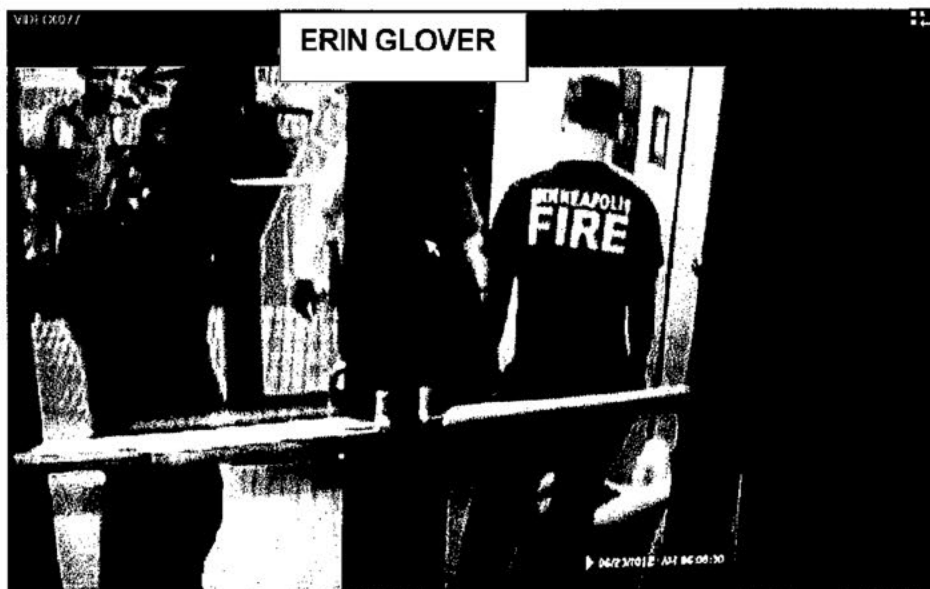
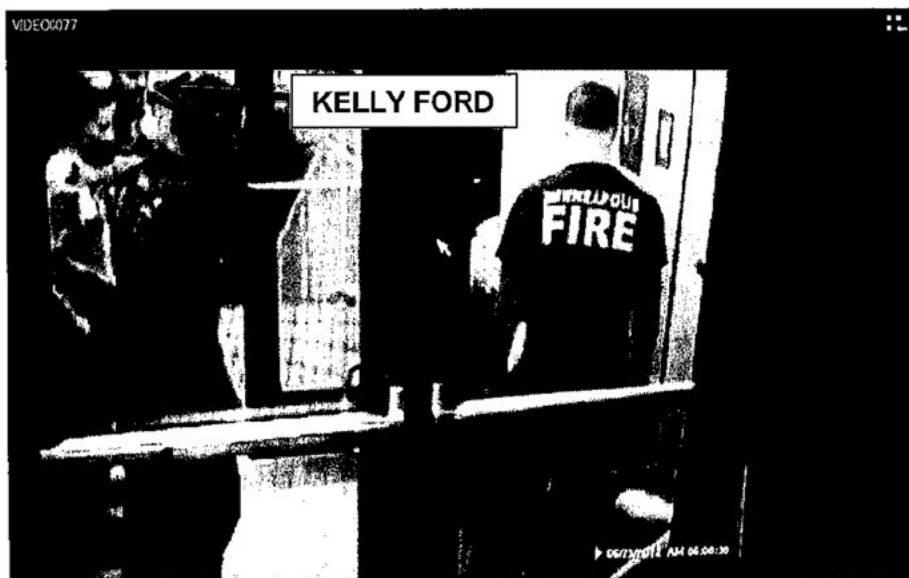


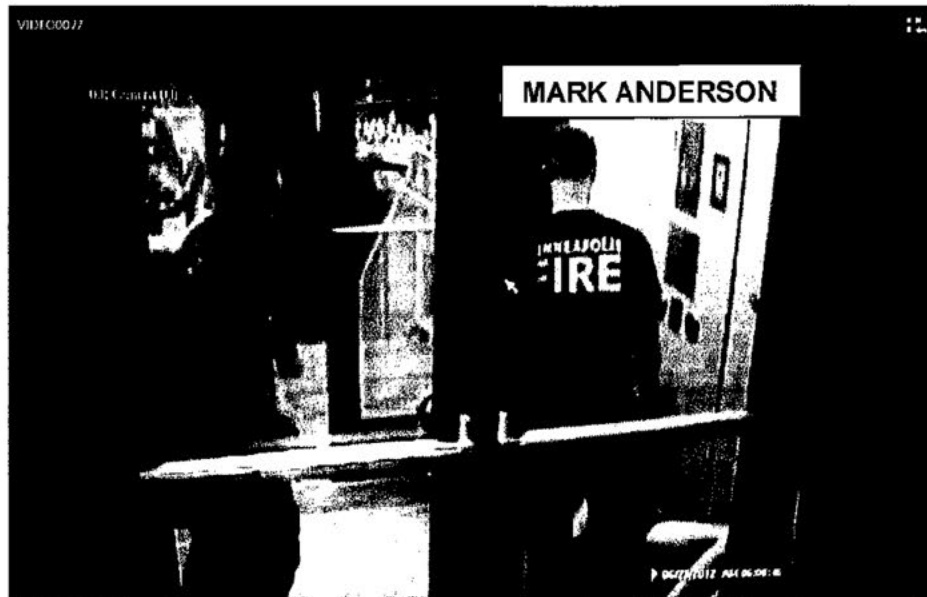
- At approximately 06:08:30 hours HCMC Paramedic Erin Glover enters the foyer and it appears Officer Sterzinger attempts to wake up Joneja.



- At approximately 06:08:38 hours HCMC Paramedic Kelly Ford enters the foyer.



- At approximately 06:08:46 hours you can see Firefighter Anderson standing outside on the landing and it appears Officer Sterzinger is still checking on Joneja.



- At approximately 06:09:07 seconds It appears Officer Sterzinger and Firefighter Hanson are still checking on Joneja and Officer Sterzinger is attempting to sit her up.



- At approximately 06:09:15 hours it appears Joneja sits up and Officer Sterzinger is bent at the waist by Joneja.



- At approximately 06:09:17 hours Officer Sterzinger walks away from Joneja. Joneja grabs her shoes and it appears one shoe is thrown and lands by Firefighter Hanson's feet and Officer Sterzinger looks at the shoe.





- At approximately 06:09:19 hours you can see Officer Sterzinger turn and move towards Joneja.



- In the same time frame you can see Officer Sterzinger make contact with Joneja and it appears Joneja's head makes contact with the wall.

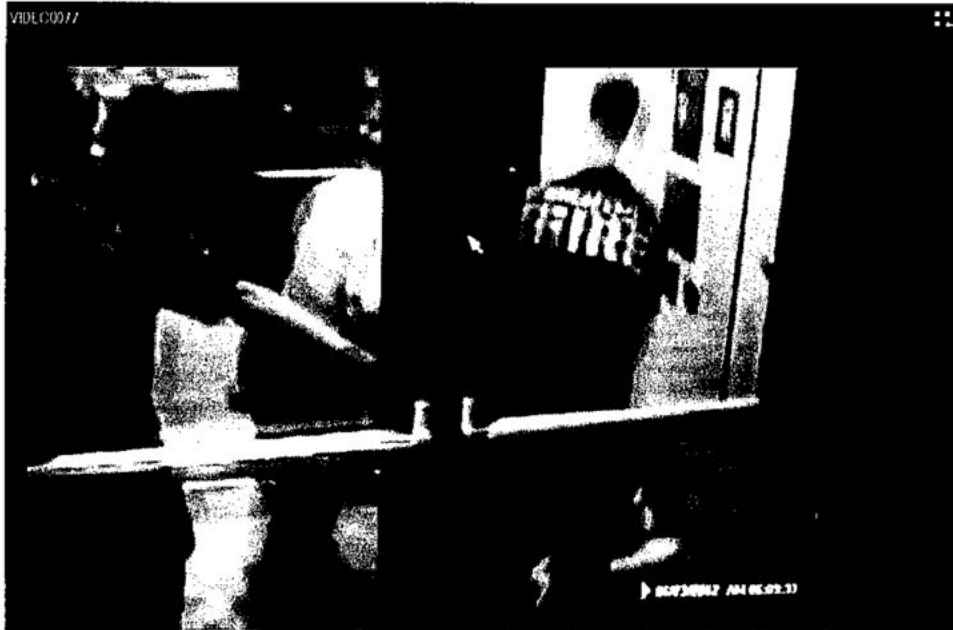


- Officer Sterzinger is huddled over Joneja until approximately 06:09:29 hours and then Officer Sterzinger stands up and it appears Officer Sterzinger looks at or says something to Joneja and walks away briefly.





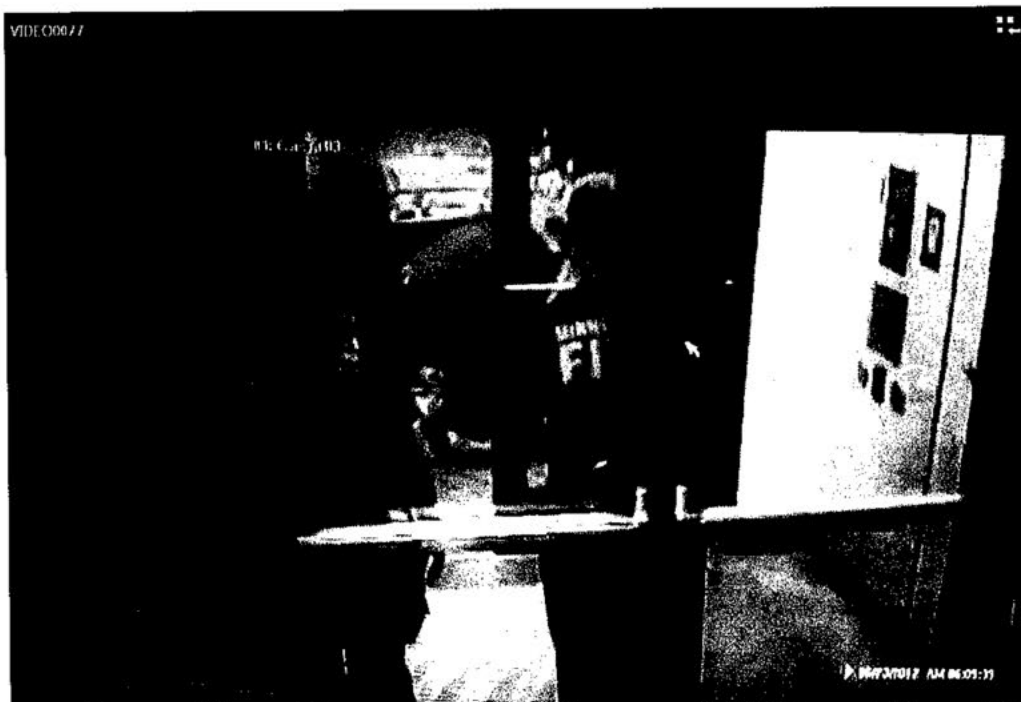
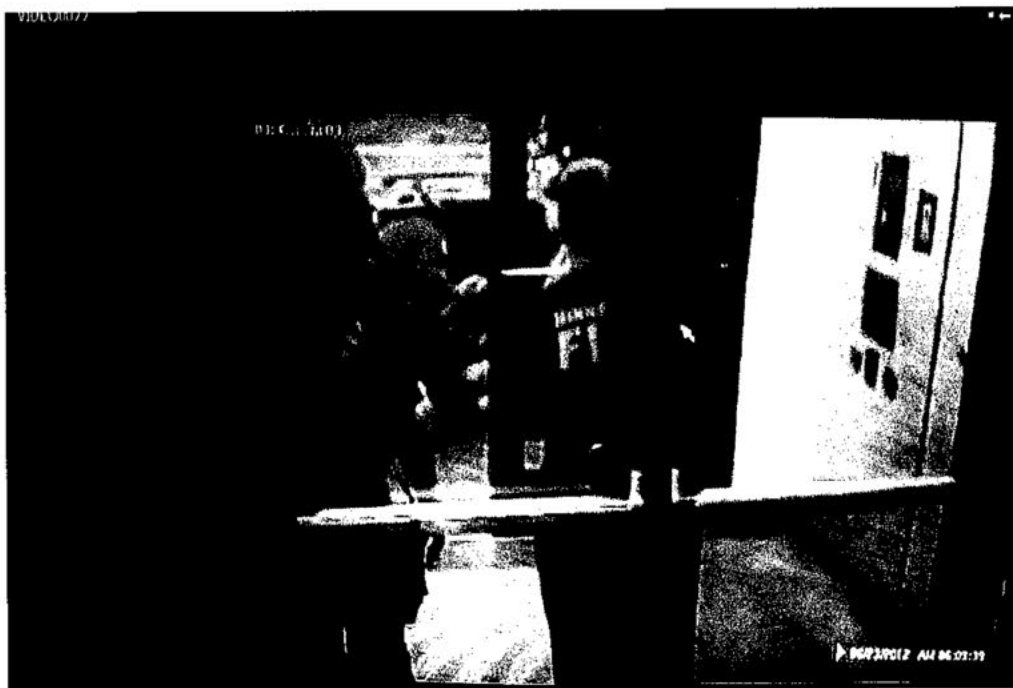
- At approximately 06:09:33 hours Joneja is still on the floor and Officer Sterzinger moves towards her.



- At approximately 06:09:37 hours you can see Officer Sterzinger taking Joneja outside by her right wrist.

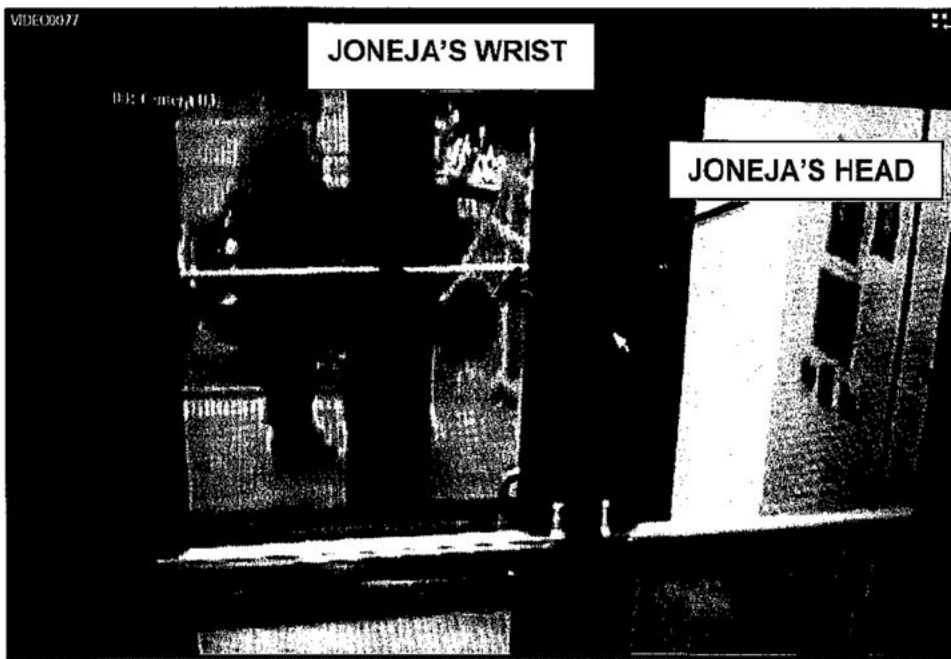


- At approximately 06:09:39 Officer Sterzinger turns Joneja over from her back and it appears Officer Sterzinger is on top of Joneja:





- At some point Joneja is cuffed on the ground after Officer Sterzinger and Joneja are outside. It appears Officer Sterzinger is possibly pulling up on Joneja's hands or cuffs to lift Joneja from the ground.



4) Hennepin County Inmate booking sheet for Alicia Hauge (Joneja)

On March 31st 2015 I contacted Hennepin County Sheriff's Jail Administration and requested a copy of the Inmate Booking Sheet, ADC Medical Screening Form and video for Alicia Hauge (Joneja) from the date of incident. I was told the video was not available and the Inmate Booking Sheet and ADC Medical Screening Form were. A copy of the Inmate Booking Sheet and ADC Medical Screening Form are included in this report under a separate tab.

On the ADC Medical Screening Form there are approximately 17 medical questions asked of inmates when being admitted into Hennepin County Jail. Question number 2 is "Have you been injured in the last 24 hours?" no is checked on this form for question 2. Question number 17 is "Do you need medical attention now?" no is checked on this form for question 17. The ADC Medical Screening Form was completed on June 23rd, 2012 at 06:25 hours.

5) Capture911 Retrieval (MECC)

I used the software Capture911 Retrieval and made copies of the 911 call and squad transmissions from this incident. Audio files are included in this report in a separate tab. The following is a summary of the 911 call from R1 Jeff Barron.

Jeff Barron calls 911 and states there is a female passed out in the foyer of 720 4th Street North. Barron states he assumed she's passed out because it smells of alcohol in the foyer. Dispatch asked Barron if she was breathing. Barron stated he didn't know because he didn't want to check on her and get accused of something.

6) Query from Sergeant Jeffrey Egge, Crime Analysis Unit

In Officer Sterzinger's Q & A she stated the following when asked if she felt threatened when Joneja threw her shoe, "I've worked downtown for eight years. I've seen high-heeled shoes like that impale people, puncture lungs, rip out eyes, do all sorts of damage"²². I checked Workforce Director and Officer Sterzinger was assigned to the 1st Precinct since December 21st, 2008.

I contacted Sergeant Jeffrey Egge, Crime Analysis Unit, and requested queries for ASLT2/DASLT2 in CAPRS that mentioned high heeled shoes or shoes. Sergeant Egge stated no queries resulted when he entered high heeled shoe and two queries came back when he entered shoes for the 1st Precinct. The query dates were 01/01/2008 to 06/30/2012. Officer

²² Sterzinger Q & A pg. 8 (3-4)

Sterzinger was assigned to 1st precinct during this period and Officer Sterzinger is not mentioned in either report. A copy of Sergeant Egge's email and the CAPRS reports are included in this report in a separate tab.

SUMMARY OF EVIDENCE

Based on a review of the evidence gathered during the Minneapolis Police Department Internal Affairs administrative investigation, the following occurred:

1. Officer Sterzinger was working on June 23rd, 2012 with Officer Bronson and assigned to squad 111
2. Officers Sterzinger and Bronson were dispatched to 720 4th Street North to Assist EMS personnel for a passed out female in the foyer of this building.
3. Minneapolis Firefighters and HCMC Paramedics were also dispatched to this incident. The incident was captured on video by surveillance cameras in the building.
4. Alicia Joneja, a resident of the building, was found passed out in the foyer by first responder.
5. Minneapolis Firefighter Hanson and Officer Sterzinger attempt to arouse Joneja. Officer Sterzinger uses the technique, mandibular angle to arouse her.
6. Joneja is on the floor and tosses a shoe, the shoe lands by Firefighter Hanson.
7. After the shoe is tossed by Joneja, Officer Sterzinger makes contact with her and controls her. Joneja is then taken outside the building by Officer Sterzinger and cuffed.

8. Officer Bronson stated in his deposition that Officer Sterzinger "Just grabbed her and pinned her down, I think by the shoulders".²³
9. In the HCMC Paramedics Incident Report, authored by Erin Glover, she stated Officer Sterzinger said "Don't ever Fucking touch a Police Officer" and "The [sic] are fucking heroes you respect them". The report also states "I feel as well as my partner Kelly Ford that this was inappropriate treatment on this women and it could have been handled better by all".
10. Firefighters Anderson and Block stated they heard Sterzinger state "They are fucking heroes. You respect them. They are her for you".
11. Officer Sterzinger states she doesn't remember saying "They are fucking heroes. You respect them. They are her for you".
12. Joneja is transported to Hennepin County Jail and booked for Disorderly Conduct. I spoke with City Attorney Nikki Appelbaum and she informed me the charges against Joneja were dismissed.

DISCUSSION

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

- ❖ **Allegation # 1:** It is alleged on June 23rd, 2012, Officer Sterzinger used unauthorized force by slamming Joneja's head into a wall in the foyer of 720 4th Street North. It is also alleged that Officer Sterzinger dragged Joneja out of the foyer.

²³ Bronson Deposition pg. 16 (12-14)

If this allegation is found to be true it would violate the following department policy:

5-303 AUTHORIZED USE OF FORCE (10/16/02) (08/17/07)

Minn. Stat. §609.06 subd. 1 states, "When authorized...except as otherwise provided in subdivision 2, reasonable force may be used upon or toward the person of another without the other's consent when the following circumstances exist or the actor reasonably believes them to exist:

When used by a public officer or one assisting a public officer under the public officer's direction:

- In effecting a lawful arrest; or
- In the execution of legal process; or
- In enforcing an order of the court; or
- In executing any other duty imposed upon the public officer by law."

In addition to Minn. Stat. §609.06 sub. 1, MPD policies shall utilize the United States Supreme Court decision in *Graham vs Connor* as a guideline for reasonable force.

The *Graham vs Connor* case references that:

"Because the test of reasonableness under the Fourth Amendment is not capable of precise definition or mechanical application, its proper application requires careful attention to the facts and circumstances of each particular case, including:

- The severity of the crime at issue,
- Whether the suspect poses an immediate threat to the safety of the officers or others, and;
- Whether he is actively resisting arrest or attempting to evade arrest by flight.

The "reasonableness" of a particular use of force must be judged from the perspective of the reasonable officer on the scene, rather than with the 20/20 vision of hindsight.

The calculus of reasonableness must embody allowance for the fact that police officers are often forced to make split-second judgments - in circumstances that are tense, uncertain, and rapidly evolving - about the amount of force that is necessary in a particular situation."

Authorized use of force requires careful attention to the facts and circumstances of each case. Sworn MPD employees shall write a detailed, comprehensive report for each instance in which force was used

Investigative Facts

- Joneja is on the floor in the foyer of 720 4th Street North and Officer Sterzinger uses the mandibular angle to arouse Joneja. Joneja awakens and throws a shoe. The shoe lands by Firefighter Hanson.
- Officer Sterzinger sees this and makes contact with Joneja, who's on the floor, for approximately 10 seconds (Incident on video).

- Officer Bronson stated in his deposition that Officer Sterzinger "Just grabbed her and pinned her down, I think by the shoulders". Officer Sterzinger then takes Joneja outside and Joneja is placed in cuffs.
- Officer Sterzinger stated she did not violate this policy and believes the force she used was reasonable under Graham versus Connor.

13.43 - Personnel Data

13.43 - Personnel Data

❖ Allegation #4:

If this allegation is found to be true it would violate the following department policy:

5-105 PROFESSIONAL CODE OF CONDUCT
10. Employees shall not use indecent, profane or unnecessarily harsh language in the performance of official duties or in the presence of the public.

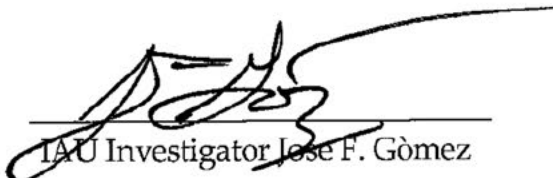
Investigative Facts



13.43 - Personnel Data

- In the HCMC Paramedics Incident Report, authored by Erin Glover, she stated Officer Sterzinger said "Don't ever Fucking touch a Police Officer" and "The [sic] are fucking heroes you respect them". [REDACTED]
- Firefighters Anderson and Block stated they heard Sterzinger state "They are fucking heroes. You respect them. They are her for you".
- Officer Sterzinger stated she doesn't remember saying "They are fucking heroes. You respect them. They are her for you".

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


IAU Investigator Jose F. Gomez

11-13-2015
Date

**MINNEAPOLIS POLICE DEPARTMENT
INTERNAL AFFAIRS COMPLAINT FORM #3401**

COMPLAINT INFORMATION

INTERNAL AFFAIRS CASE NUMBER: 15-05840	CCN: 12-192861	DATE OF INCIDENT: 06/23/2012	TIME OF INCIDENT: 06:10 hours
LOCATION OF INCIDENT: 720 4th Street North, Minneapolis, MN, 55401	DATE OF COMPLAINT 08/01/2014	REFERRAL METHOD: Internal	
COMPLAINANTS NAME (LAST FIRST MIDDLE) 13.43 - Personnel Data	SEX M <input type="checkbox"/> F <input type="checkbox"/>	RACE:	DATE OF BIRTH:
HOME ADDRESS:	CITY / STATE / ZIP:	TELEPHONE:	

POLICY INFORMATION

POLICIES ALLEGED TO BE VIOLATED:

5-303 AUTHORIZED USE OF FORCE

5-105 PROFESSIONAL CODE OF CONDUCT

- **Employees shall not use any derogatory language or actions which are intended to embarrass, humiliate, or shame a person, or do anything intended to incite another to violence.**

ACCUSED EMPLOYEE(S)

NAME/BADGE:

Heather Sterzinger, Badge 4241

COMPLAINT ALLEGATIONS

It is alleged that on 06/23/2012, at approximately 06:10 hours, Officer Heather Sterzinger used unauthorized force in effecting an arrest (CCN-12-192861).

It is also alleged that in the same incident Officer Sterzinger used derogatory language and stated "They are fucking heroes, you respect them, they are here for you" and "Don't ever fucking touch a Police Officer".

RECOMMENDATION
(Preliminary Cases Only)

- Reckoning Period Expired Before Complaint was Filed
- No Basis for Complaint
- Closed Pending Further Information
- Refer to Precinct with Coaching Documentation
- Exceptionally Cleared
- Policy Failure
- Other

COMPLAINANT SIGNATURE:

13.43 - Personnel Data

DATE

8-19-15

COMMANDER REVIEW:

DATE

MINNEAPOLIS POLICE DEPARTMENT

Deputy Chief Travis Glampe
Office of Professional Standards
Room 130-City Hall
350 South Fifth Street
Minneapolis, Minnesota 55415
612 673-2445



MEMORANDUM

01-19-2016

The MPD recognizes that 5-105(10)-indecorous language falls on the Discipline Matrix as a "B" level with a baseline discipline of a 10 hour suspension.

I would agree that the length of time that has passed since the incident should be included as a mitigating factor. Thus I agree with the panel's assessment of a written reprimand as discipline in this case.

I further agree with their assessment on the use of force and issuing a 10 hour suspension.

13.43 - Personnel Data

February 22, 2016

Officer Heather Sterzinger
First Precinct
Minneapolis Police Department

RE: IAU Case Number #15-05840
Notice of Suspension (10 hours suspension without pay)
Letter of Reprimand

Officer Sterzinger,

The finding for IAU Case #15-05840 is as follows:

MPD P/P 5-303 Use of Force.....SUSTAINED (Category C)
MPD P/P 5-105(10) Professional Code of Conduct.....SUSTAINED (Category B)

13.43 - Personnel Data

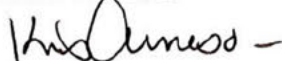
As discipline for this incident you are suspended for 10 hours without pay.

In addition, this letter will serve as a Letter of Reprimand for 5-105(10) Professional Code of Conduct. You will also receive Training, from your supervisor, on your use of force in this situation and handling this call, including allowing Fire and EMS to address the unconscious person. The case will remain in the IAU 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 from employment.

Sincerely,

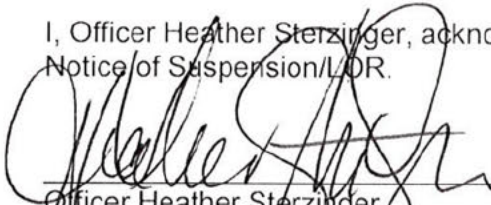
Janee Harteau
Chief of Police



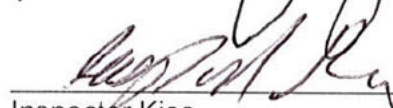
By: Kristine Arneson
Assistant Chief

Page 2
Officer Heather Sterzinger
Suspension Letter/LOR

I, Officer Heather Sterzinger, acknowledge receipt of this
Notice of Suspension/LOR.



Officer Heather Sterzinger



Inspector Kjos

2/24/16
Date of Receipt

2/24/2016
Date

CC: Personnel
IAU
Inspector Kjos