




## MEMORANDUM

**TO:** Mayor and Council Members

**FROM:** Jesús Garza, Interim City Manager 

**DATE:** October 4, 2023

**SUBJECT:** **Follow-up Regarding the Office of Police Oversight Appointment**

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Given a number of questions you all have raised along with members of the public regarding my appointment of Gail McCant to the position of Director for the Office of Police Oversight (OPO), I wanted to provide you some additional information that led to my decision.

In May, after Devin Desai resigned from the Interim Director position, I shared with you via memo that we would be posting the director position and conducting a national search. I also, at that time, said I would be appointing an interim quickly, which I did in June naming McCant to that position.

Since that appointment, there has been a great deal of attention focused on the OPO and in particular, the implementation of aspects of Prop A, as approved by voters. With the resolution recently passed by Mayor and Council and the desire to move forward quickly with implementing those aspects of Prop A, it was important to provide stability to the OPO and provide clear direction of where we need to head.

With that sense of urgency in mind and based on what I've seen during McCant's performance with the OPO, I know that she is someone very familiar with our community who understands the challenges we have been facing with implementing Prop A. McCant has extensive experience spanning 20 years enforcing Civil Rights, Human Rights, working as an EEO investigator and leading the City's Equal Employment Fair Housing Office.

Many of you have stated that you have found McCant, "professional, transparent and accessible," which bolsters even more reason to have her named permanently to the position.

Had I moved forward with a national search, we would be waiting until next year before being able to name a permanent lead for the Office – a delay that would simply add to the already-perceived delay of moving forward with the voters' will via Prop A.

I recognize that the announcement came as a surprise to you and for that, I apologize. It was not my intent to catch you off guard with this very important appointment. However, I stand firm in my reasoning for moving forward and hope that you all also recognize the need to bring that stability to the OPO.

The community has made a clear statement in support of transparency and accountability, as all of you have, and through McCant's leadership, I am confident we will be successful.

cc: Bruce Mills, Interim Assistant City Manager  
CMO Executive Team  
Department Directors