



MEMORANDUM

TO: Mayor and Council Members

FROM: Spencer Cronk, City Manager 

DATE: September 23, 2022

SUBJECT: Resignation – Farah Muscadin, Director, Office of Police Oversight

The purpose of this memo is notify you of Farah Muscadin’s resignation effective October 3, 2022. You may recall, Farah gave birth to a healthy baby boy in January 2022. While on leave, Farah has made the decision to focus on growing her family while also caring for her elderly parents who live out of state.

Initially, Farah served as the Interim Police Monitor and was instrumental in moving the City and police union negotiators towards a final contract. In her short time in the interim role, Farah clearly demonstrated the ability to effectively engage community stakeholders, police management, the police union, and the City Council. When I appointed her to serve as the permanent Director, Farah worked diligently to transform the City’s police monitoring efforts into police oversight in response to feedback from our community and City Council. Farah established an online feedback form, making it easier for community members to voice appreciation or file complaints about their interactions with officers, and restructured the office’s website to proactively share information with the public. With transparency and accountability as her guiding values, Farah influenced changes to police policies and the training academy curriculum, issued the Office of Police Oversight’s first and recurring annual report, and established the City’s Community Police Review Commission.

I want to thank Farah for her service to our community and this organization. Under Farah’s leadership, the City’s Office of Police Oversight increased its commitment to transparency, accountability, and community focused oversight.

Please join me in wishing Farah well on her new journey. Sylvia Hardman will continue to serve as the Acting Director while we launch a national search for a new director.