



# CITY OF OAKLAND

DALZIEL BUILDING • 250 FRANK H. OGAWA PLAZA SUITE 6302 • OAKLAND, CALIFORNIA 94612

Community Police Review Agency

TEL (510) 238-3159

FAX (510) 238-6834

TTY/TDD (510) 238-2007

TO: Oakland Police Commission

FROM: CPRA Executive Director

DATE: February 27, 2025

SUBJECT: FORECAST OF CPRA REPORT-OUT FEBRUARY 27, 2025

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This document is intended to forecast Executive Director Mac Muir's report-out to the Oakland Police Commission on February 27, 2025.<sup>1</sup> Key points:

CPRA is currently struggling to complete its Charter mandated functions and duties. Additional cuts risk leading to missed statute of limitations deadlines, noncompliance with the Charter and ordinance, and serious impacts to the City's police accountability efforts.

### **Pending Cases**

- CPRA currently has approximately 110 pending cases, a 3.5 percent increase from January 2025 (110).
- Of cases closed since the November CPRA report-out, the average time from case receipt to case close was 285 days (up from 220 days in December, a 2.3 percent increase).<sup>1</sup>
- As of February 24, 2025:
  - 17 out of 110 cases had 1-year goals before June 1, 2025.
    - 15 cases tolled
    - 10 cases over 300 days old
  - The average investigation age (i.e. days since CPRA receipt) was 147 days.
    - Up 5.8 percent from November 2024 (139 days), same as December 2024.

### **Pending Case Goals**

- Average time from case receipt to case close averaging under 180 days.
- Close oldest cases within 300 days.
- Note: Average case time may vary from month to month based on age of cases closed.

### **Budget**

- Imminent cuts to CPRA presently include the elimination of two FTE positions.
  - As of February 27, 2025, the two CPRA layoffs have not been rescinded.
- CPRA is already working with only five investigators, two fewer than is mandated by the City Charter absent extreme fiscal necessity, and four fewer than are presently budgeted for FY 24-25.
  - An additional investigator is at risk of being laid off.

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<sup>1</sup> Data does not include Case 24-0285, a duplicate complaint, or 23-0510, which tolled.

### **Police Commission Hiring Status Updates**

- Project Manager II – Chief of Staff – Interview Process Complete

### **Annual Report**

- Complete – Available on the [CPRA Website](#) in English, Spanish, and Chinese.
- Hard copies will be available at the February 27, 2025, Police Commission meeting and will be continuously available to the public in the CPRA office at 250 Frank Ogawa Plaza, Suite 6302.

### **CPRA Vacancies and Hiring Updates**

- CPRA now has 14 full-time staff members. The following CPRA positions are vacant:
  - Complaint Investigator I (1)
  - Complaint Investigator II (3)
- As previously noted, two layoffs are pending.

### **Pending Recruitments**

- Chief of Special Investigations and Training (Job posting [here](#)) – this recruitment is on hold.
- Complaint Investigator III (Job posting pending)
- Complaint Investigator II
- Complaint Investigator I
- Full-time requisitions for Complaint Investigator I and II positions cannot proceed until the Civil Service Board approves each specification.
- Civil Service Board approval of Complaint Investigator I and II job specifications is on hold. CPRA cannot consistently meet its charter and ordinance requirements without a stable, full-time investigative workforce.

### **CPRA Manual**

- CPRA manual is under legal review.

### **Contracting**

- CPRA to IAD Transition Consultants are continuing work.
  - Project has slowed pending potential budget cuts – may be put on hold if contract extension is not feasible.
- Consultants continue to work on Phase 1 of report.
- CPRA Workflow (Database Application) project halted due to pending budget cuts.

### **CPRA Expansion**

- CPRA continues to hold Monday office hours at the Fruitvale Plaza location (3411 E 12th Street, Suite 130) from 11 a.m. to 3:00 p.m.
- CPRA has begun the process of cancelling its lease at 150 Frank Ogawa Plaza to increase budget savings.
- CPRA has paused review of advertising opportunities in BART stations and trains pending potential budget cuts.

### **Mediation Option**

- Mediation option rules and procedures were approved by Police Commission on October 10, 2024.
  - Interim program is in effect.
- Next Action: Approval from OPD.

### **Additional Notes**

- CPRA investigators continue to attend Police Commission meetings.

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<sup>i</sup> Information in this forecast is subject to change between the date of forecast and the Police Commission meeting on December 12, 2024.