

Metropolitan Police Department FY2019

Agency Metropolitan Police Department

Agency Code FA0

Fiscal Year 2019

Mission

It is the mission of the Metropolitan Police Department to safeguard the District of Columbia and protect its residents and visitors with the highest regard for the sanctity of human life. We will strive at all times to accomplish our mission with a focus on service, integrity, and fairness by upholding our city's motto Justitia Omnibus -- Justice for All.

2019 Strategic Objectives

Objective Number	Strategic Objective
1	Safeguard the District of Columbia and protect its residents and visitors.
2	Provide the highest quality police service with integrity, compassion, and a commitment to innovation.
3	Improve police service to the public through the integration of the Department's people, technology, and business systems.
4	Create and maintain a highly efficient, transparent and responsive District government.

2019 Key Performance Indicators

Measure	Directionality	FY 2016 Actual	FY 2017 Actual	FY 2018 Actual	FY 2019 Target
1 - Safeguard the District of Columbia and protect its residents and visitors. (10 Measures)					
Percent change in the number of homicides	Down is Better	-16.7%	-14.1%	Waiting on Data	-10%
Clearance rate for homicides	Up is Better	69.6%	70.7%	Waiting on Data	75%
Clearance rate for forcible rape	Up is Better	66.6%	72.2%	Waiting on Data	70%
Clearance rate for robbery	Up is Better	29.5%	35.1%	Waiting on Data	Waiting on Data
Clearance rate for aggravated assault	Up is Better	58.3%	59%	Waiting on Data	Waiting on Data
Clearance rate for burglary	Up is Better	15.8%	25.1%	Waiting on Data	Waiting on Data
Clearance rate for larceny-theft	Up is Better	9.9%	11.8%	Waiting on Data	Waiting on Data

Measure	Directionality	FY 2016 Actual	FY 2017 Actual	FY 2018 Actual	FY 2019 Target
Clearance rate for motor vehicle theft	Up is Better	3.5%	4.3%	Waiting on Data	Waiting on Data
Percent change in DC Code Index violent crime	Down is Better	-0.9%	-26.2%	-8.6%	-5%
Percent change in DC Code Index property crime	Down is Better	-6.3%	-4.2%	-4.4%	-5%
3 - Improve police service to the public through the integration of the Department's people, technology, and business systems. (2 Measures)					
Average daily fleet availability	Up is Better	96.1%	96.3%	96.5%	95%
Average court overtime hours per arrest	Down is Better	2.1	1.8	1.7	1.7
4 - Create and maintain a highly efficient, transparent and responsive District government. (9 Measures)					
HR MANAGEMENT - Percent of eligible employees completing and finalizing a performance plan in PeopleSoft (Updated by OCA)	Up is Better	Not Available	No data available	99.3%	Not Available
HR MANAGEMENT - Percent of eligible employee performance evaluations completed and finalized in PeopleSoft (Updated by OCA)	Up is Better	Not Available	100%	Waiting on Data	Not Available
FINANCIAL MANAGEMENT - Quick Payment Act Compliance - Percent of QPA eligible invoices paid within 30 days (Updated by OCA)	Up is Better	Not Available	No data available	Waiting on Data	Not Available
FINANCIAL MANAGEMENT - Percent of local budget de-obligated to the general fund at the end of year (Updated by OCA)	Down is Better	1.8%	0.8%	Waiting on Data	Not Available
CONTRACTS AND PROCUREMENT - Average number of calendar days between requisition and purchase orders issued (Updated by OCA)	Up is Better	Not Available	24.1	Waiting on Data	Not Available
CONTRACTS AND PROCUREMENT - Percent of Small Business Enterprise (SBE) annual goal spent (Updated by OCA)	Up is Better	116.7%	99.8%	Waiting on Data	Not Available
IT POLICY AND FOIA COMPLIANCE - Percent of "open" data sets identified by the annual Enterprise Dataset Inventory published on the Open Data Portal - (Updated by OCA)	Up is Better	Not Available	No data available	100%	Not Available
IT POLICY AND FOIA COMPLIANCE - Percent of FOIA Requests Processed in more than 25 business days - statute requirements allow 15 business days and a 10 day extension - (Updated by OCA)	Down is Better	32.2%	33.8%	Waiting on Data	Not Available
HR MANAGEMENT - Average number of days to fill vacancy from post to offer acceptance (Updated by OCA)	Down is Better	Not Available	Not Available	Not Available	New Measure

2019 Operations

Operations Header	Operations Title	Operations Description	Type of Operations

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1 - Safeguard the District of Columbia and protect its residents and visitors. (11 Activities)			
PATROL DISTRICTS	Patrol Services	Provides focused law enforcement, responds to calls for service, and provides crime prevention services to residents, visitors, and commuters.	Daily Service
CRIMINAL INVESTIGATIONS DIVISION	Criminal Investigations	Investigates and solves crimes so that offenders are brought to justice, and provides assistance to victims.	Daily Service
CRIME SCENE INVESTIGATIONS DIVISION	Crime Scene Investigations	Processes crime scenes and coordinates evidence collection.	Daily Service
NARCOTICS & SPECIAL INVESTIGATIONS DIV.	Narcotics and Special Investigations	Provides proactive criminal enforcement services so that citizens can live in neighborhoods free from drug dealing, drug-related crime, and prostitution.	Daily Service
YOUTH AND FAMILY SERVICES DIVISION	Youth Investigations	Investigates abuse of minors, sexual abuse, internet-related crimes against minors, and human trafficking; processes all juvenile arrestees; and coordinates proactive outreach to community members and youth	Daily Service
SPECIAL OPERATIONS DIVISION	Special Operations	Provides specialized patrol, tactical, rescue, and security services to the public, businesses, and government in the District.	Daily Service
INTELLIGENCE DIVISION	Intelligence	Works with local and federal partners to assist with intelligence gathering and dissemination relating to crimes that have been committed, or would possibly be committed, within the District of Columbia.	Daily Service
JOINT STRATEGIC & TACTICAL ANALYSIS COMMAND CENTER	Tactical Information	Supports District functions in keeping both the command staff and the community aware, by sending out crime alerts that give timely information about offenses occurring within neighborhoods, and liaises with the Washington Regional Threat Analysis Center and the Capitol Police.	Daily Service
PATROL SUPPORT DIVISION	Patrol Support	Augments patrol functions by providing additional uniformed personnel to perform patrol functions in various areas and at times areas with higher crime rates, and helps to keep non-patrol members abreast of current tactics and trends related to street patrol.	Daily Service
EXECUTIVE PROTECTION UNIT	Executive Protection	Responsible for the security of the Mayor.	Daily Service
SCHOOL SAFETY DIVISION	School Security	Manages security in all District of Columbia Public and Public Charter Schools and works to reduce juvenile victimization and delinquent behavior.	Daily Service
2 - Provide the highest quality police service with integrity, compassion, and a commitment to innovation. (9 Activities)			
STRATEGIC CHANGE DIVISION	Special Liaison	Provides targeted outreach and specialized response to historically underserved communities.	Daily Service
METROPOLITAN POLICE ACADEMY	Metropolitan Police Academy	provides training to MPD recruits and MPD-sworn personnel to create a capable, knowledgeable, and professional staff.	Daily Service
STRATEGIC CHANGE DIVISION	Strategic Change	Coordinates strategic planning, government relations, legislative affairs, and performance management.	Daily Service
	Policy and Standards	Develops policies and procedures for the department.	Daily Service

Operations Header	Operations Title	Operations Description	Type of Operations
STRATEGIC CHANGE DIVISION			
JOINT STRATEGIC & TACTICAL ANALYSIS COMMAND CENTER	Research & Analysis	Provides research and analytical services to support innovative policing operations and public safety practices.	Daily Service
INTERNAL AFFAIRS DIVISION	Internal Affairs	Conducts general investigations into allegations of police misconduct and use of force by MPD-sworn personnel and serves as the liaison to the Office of Police Complaints.	Daily Service
DIVERSITY AND ADA COMPLIANCE DIVISION	Diversity and ADA Compliance	Ensures that MPD complies with diversity and ADA requirements and regulations.	Daily Service
EXECUTIVE OFFICE OF THE CHIEF OF POLICE	Executive Office of the Chief of Police	Provides management, oversight, and direction for the agency.	Daily Service
COMMUNICATIONS	Communications	Manages media relations and provides information about the events and activities involving the MPD to the residents and visitors of the District of Columbia.	Daily Service
3 - Improve police service to the public through the integration of the Department's people, technology, and business systems. (6 Activities)			
COURT LIAISON DIVISION	Court Liaison	Coordinates officer appearances related to criminal and traffic cases.	Daily Service
GENERAL SUPPORT SERVICES DIVISION	General Support Services	Provides support for equipment and supply, evidence and property control, reproduction, and fleet services.	Daily Service
HUMAN RESOURCE MANAGEMENT DIVISION	Human Resource Management	Hires, retains, and makes appropriate duty status determinations for sworn personnel.	Daily Service
RECRUITING DIVISION	Recruiting	Conducts outreach to recruit a diverse and highly qualified workforce, and conducts comprehensive examination and background screening on all prospective applicants.	Daily Service
POLICE BUSINESS SERVICES DIVISION	Police Business	Provides services to the public and the criminal justice community by maintaining police records, regulating security officers, and registering firearms.	Daily Service
INFORMATION TECHNOLOGY	Information Technology	Provides strategic IT vision, leadership, and enterprise solutions that advance the Metropolitan Department mission.	Daily Service

2019 Workload Measures

Measure	FY 2016	FY 2017	FY 2018
1 - Patrol Services (1 Measure)			

Measure	FY 2016	FY 2017	FY 2018
Number of MPD arrests	32,865	34,204	32,037
1 - Special Operations (2 Measures)			
Number of vehicle crash fatalities	30	30	32
Number of Explosive Ordinance Disposal Unit call outs for suspicious packages/vehicles and bomb threats	218	138	112
1 - Tactical Information (1 Measure)			
Number of CCTV recordings retrieved for investigations	1285	1379	1831
3 - Court Liaison (2 Measures)			
Number of court overtime hours	68,906	61,382.8	55,809
Number of non-court locally funded overtime hours	304,803	272,211.8	408,660.3
3 - Human Resource Management (1 Measure)			
Number of police officers hired	285	419	347
3 - Police Business (1 Measure)			
Number of applications for firearm registrations processed for individuals (excludes security agencies and law enforcement officers)	1617	1804	3446

2019 Strategic Initiatives

Strategic Initiative Title	Strategic Initiative Description	Proposed Completion Date
Executive Office of the Chief of Police (1 Strategic Initiative)		
Renovate Metropolitan Police Department Headquarters and District stations	Discussions on renovating the Daly Building have been ongoing for more than a decade, with the most promising activity coming now. In FY18, the Request for Qualification and Proposal (RFQP) was released soliciting interested vendors to submit proposals for the renovation project. Decisions on the proposals are expected to be made by the end of FY19. Potential swing space has been identified. MPD will continue to provide all technical and information support to the Office of Public-Private Partnerships (OP3) throughout the project completion.	09-30-2019
General Support Services (2 Strategic initiatives)		
Impoundment Lot Upgrade		09-30-2019

Strategic Initiative Title	Strategic Initiative Description	Proposed Completion Date
	MPD will upgrade its impoundment lot to include paving and installation of a new stacking system to address safety and overcrowding. In addition, this initiative will facilitate improved tracking and maintenance of the properties that come into MPD's possession.	
Uniform Upgrade	In FY18, the Department initiated a uniform upgrade project to improve comfort and functionality for the officers. In FY19, MPD will switch to the new uniforms and launch a public campaign to educate the community about MPD's new uniform.	09-30-2019
Human Resource Management (1 Strategic Initiative)		
Cadet Training Program Expansion	The Department's Cadet Training Program is designed to prepare District of Columbia's youth for entrance into the Metropolitan Police Officer Recruit Program. The program helps youth to develop the leadership and analytical thinking skills required to meet the challenges of problem solvers, service providers, and professionals in the criminal justice system. In FY19, the Department will increase the Police Cadet program to up to 100 participants (increase of 30) to support more District residents becoming MPD officers.	09-30-2019
Information Technology (1 Strategic Initiative)		
CCTV trailers and light towers	MPD will install CCTV trailers and light towers as funded in the Fiscal Year 2019 budget at the level of \$575,000.	09-30-2019
Internal Affairs (1 Strategic Initiative)		
Contemporary ethics in policing	MPD will establish a scenario-based training course on contemporary ethics in policing. Through the use of anonymized BWC or actual cases, the training will provide a forum to discuss the most common scenarios or situations that lead to reports of misconduct or complaints and explore the best practices and strategies for how officers can better handle those types of situations. The course will be designed with the goals of improving outcomes with community interactions and educating members on what they can do to avoid the common pitfalls, remain in good standing, and understand the standards related to professional conduct in policing.	09-30-2019
Metropolitan Police Academy (2 Strategic initiatives)		
Implement competency training on communication with individuals with who have a communicative or linguistic disorder, or are deaf or hard of hearing	In the course of their duties, MPD members may need to communicate with individuals with communicative and linguistic disorders, as well as members of the deaf and hard of hearing community. To improve our service and safeguard community members who may have difficulty speaking or understanding police directions, MPD will collaborate with Howard University and Gallaudet University to train all sworn members on cognitive-communication disorders and our deaf and hard of hearing community as part of the 2019 professional development training.	09-30-2019
Evaluation of the Police for Tomorrow Fellowship Program	The Police for Tomorrow Fellowship Program was launched in 2017 where MPD members participated in monthly workshops to discuss topics relating to modern policing such as race, youth and policing, alternatives to arrest, risk, use of force and de-escalation techniques, and homelessness and poverty. The first cohort also completed a capstone community engagement project. In FY19, the Department will conduct a program evaluation and implement lessons learned to the training for all officers in the following year.	09-30-2019
Narcotics and Special Investigations (1 Strategic Initiative)		

Strategic Initiative Title	Strategic Initiative Description	Proposed Completion Date
Enhance opioid response protocol	MPD's Natural Squad and Narcotics and Special Investigation Division will strengthen coordination to respond to scenes of suspected drug overdose cases and investigate the sources of supply in the event of an overdose death.	09-30-2019
Patrol Services (2 Strategic initiatives)		
Expand Officer Friendly Initiative	In May 2018, MPD relaunched its Officer Friendly Program which focuses on building rapport with elementary school-aged children and fostering a positive and trusting relationship between law enforcement and DC youth. MPD will expand this program in FY19 to more elementary schools and work with the Department of Parks and Recreation and Boys and Girls Club Centers on mentoring and coaching programs.	09-30-2019
Affinity Project	The Affinity Project, modeled after a program in Charleston, South Carolina, is designed to strengthen the relationship between law enforcement and the communities they serve by creating healthy communities through all interested and affected people, groups, and organizations partnering together. Professional consultants will facilitate workshops that are tailored to the needs of the District. The workshops will include scenario-based sessions to discuss a variety of perspectives from law enforcement and the community polarity thinking. In order to evaluate the effectiveness of the program, surveys will be conducted before implementation and, again, after its completion.	09-30-2019
Research & Analysis (1 Strategic Initiative)		
STEM Internship	MPD's Joint Strategic and Tactical Analysis Command Center (JSTACC) comprises of various law enforcement disciplines that specializes in providing accurate information and data analyses to support police operations. In FY19, the Department will select five high school students to work with JSTACC analysts during the summer to learn about crime analysis and how MPD utilizes data to prevent and fight crime.	09-30-2019
Youth Investigations (1 Strategic Initiative)		
Arts and Music Partnership Program	Many MPD officers are proficient in arts, dance, musical instruments, and photography. In partnership with the Department of Parks and Recreation, Town Hall Education Arts Recreation Campus (THEARC), and other community organizers, selected officers will share and teach their talents to the city's youth and find platforms to showcase their skills together. Students and officers will also paint a mural on the gym wall of MPD's Youth and Family Services Division.	09-30-2019