



Metropolitan Police Department (MPD) FY2016 Performance Accountability Report (PAR)

Introduction

The Performance Accountability Report (PAR) measures each agency's performance for the fiscal year against the agency's performance plan and includes major accomplishments, updates on initiatives' progress and key performance indicators (KPIs).

Mission

The mission of the Metropolitan Police Department (MPD) is to safeguard the District of Columbia and protect its residents and visitors by providing the highest quality police service with integrity, compassion, and a commitment to innovation that integrates people, technology, and progressive business systems.

Summary of Services

MPD provides crime prevention and response services through patrols, investigations, and homeland security services. The Patrol Services Bureau delivers community policing to the District's neighborhoods through 56 police service areas in seven police districts. The Investigative Services Bureau investigates crimes and provides forensic support for those cases. The Homeland Security Bureau coordinates domestic security and intelligence operations as well as traffic safety and law enforcement support for special events. The Internal Affairs Bureau investigates use of force, potential equal employment opportunity violations, and other complaints against MPD employees. The Strategic Services and Corporate Support Bureaus support the work of the entire department through strategic direction, legislative coordination, policy issuance, recruitment, hiring and training personnel, evidence control, records processing, fleet management, procurement, and other administrative support services.

Overview – Agency Performance

The following section provides a summary of MPD performance in FY 2016 by listing MPD’s top accomplishments, and a summary of its progress achieving its initiatives and progress on key performance indicators.

Top Agency Accomplishments

| Accomplishment | Impact on Agency | Impact on Residents |
|-------------------|---|---|
| Targeting Robbery | <p>Robberies in FY15 increased 2 percent over the FY14 figures. Crime analysis indicated that a small number of repeat violent offenders were targeting our communities with robbery sprees over a short time period. In December 2015, MPD established a Robbery Intervention Task Force in partnership with the Metro Transit Police (MTP), the Office of Attorney General (OAG), and the United States Attorney’s Office (USAO) to focus efforts on finding and prosecuting repeat robbery offenders. MPD and MTP combined resources and information to support a quick response to robbery sprees or patterns as they develop. MPD’s Intelligence Team is now co-located in the Metro Command Center, where they actively monitor activity for robberies and other crimes around the metro stations. The joint venture has allowed information to flow fluidly to members of the Criminal Interdiction Unit and Patrol Services Bureau, who respond and act on the information in order to disrupt robbery patterns and make arrests.</p> | <p>This initiative contributed to the 3 percent reduction in robberies in FY16 when compared to FY15. The summer (June - August) of FY16 was significantly safer, with 21% fewer robberies than the same period in FY15, and 15% fewer robberies than FY14.</p> |
| Body-Worn Cameras | <p>MPD successfully deployed more than 800 body-worn cameras (BWC) to the patrol districts and other units, bringing the total to almost 1,300 cameras. The BWCs will be deployed to the remaining patrol members in December 2016.</p> | <p>The use of body-worn cameras (BWCs) will benefit members of the community and the Department by improving police services, increasing accountability for individual interactions, and strengthening police-community relations.</p> |

Public Safety Academy

In August 2016, MPD, in partnership with the Washington DC Police Foundation (WDCPF) and the District of Columbia Public Schools (DCPS), launched the Anacostia High School Public Safety Academy.

With over sixty students enrolled in the inaugural calendar year, the MPD is expecting this program to be a key and ongoing important relationship to help build a pipeline of young law enforcement professionals and maintain strong linkage between the Police Department and DCPS.

In FY 2016, MPD had 13 Key Performance Indicators. Of those, 0 were neutral, and another 7 were not able to be reported by the end of the fiscal year. Of the remaining measures, 31% (4 KPIs) were met, 0% (0 KPIs) were nearly met, and 15% (2 KPIs) were unmet. In FY 2016, MPD had 20 Initiatives. Of those, 80% (16) were completed and 15% (3) were nearly completed, and 5% (1) were not completed. The next sections provide greater detail on the specific metrics and initiatives for MPD in FY 2016.

FY16 Objectives

| Division | Objective |
|-------------------------|---|
| Shared by All Divisions | Safeguard the District of Columbia and protect its residents and visitors. |
| Shared by All Divisions | Provide the highest quality police service with integrity, compassion, and a commitment to innovation. |
| Shared by All Divisions | Improve police service to the public through the integration of the Department's people, technology and business systems. |

FY16 KPIs

Objective: Improve police service to the public through the integration of the Department's people, technology and business systems.

| Measure | Target | Freq | Q1 | Q2 | Q3 | Q4 | Total | KPI Status | KPI Barriers |
|---|--------|------|-------|-------|-------|-------|-------|------------|--------------|
| Average court overtime hours per arrest | 2.29 | A | | | | | 1.6 | Met | |
| Average daily fleet availability | 95 | Q | 96.51 | 95.99 | 96.23 | 95.69 | 96.1 | Met | |

Objective: Provide the highest quality police service with integrity, compassion, and a commitment to innovation.

| Measure | Target | Freq | Q1 | Q2 | Q3 | Q4 | Total | KPI Status | KPI Barriers |
|---------|--------|------|----|----|----|----|-------|------------|--------------|
|---------|--------|------|----|----|----|----|-------|------------|--------------|

| | | | | | | | | | |
|--|----|---|------|------|------|------|-------|-------|---|
| Rate of sustained citizen allegations of police misconduct per 1,000 sworn members | -2 | Q | 4.22 | 5.84 | 4.82 | 4.29 | 19.18 | Unmet | <p>It is difficult to determine exactly why this number is rising. The number of complaints received overall is rising. It is perhaps likely that with the national environment for police-community relations, people are filing more complaints against police. Better evidence, such as body-worn cameras and private video, may also be leading to more complaints being sustained. Certainly, there is also an impact from the decrease in total sworn staffing. We may continue to receive complaints for officers who have separated, yet the rate is going to be based on the lower number of officers. Regardless, with responsibility for handling citizen complaints moving to the Office of Police Complaints, and changes in processes and standards, the results will no longer be comparable to prior year data.</p> |
|--|----|---|------|------|------|------|-------|-------|---|

Objective: Safeguard the District of Columbia and protect its residents and visitors.

| Measure | Target | Freq | Q1 | Q2 | Q3 | Q4 | Total | KPI Status | KPI Barriers |
|---------|--------|------|----|----|----|----|-------|------------|--------------|
|---------|--------|------|----|----|----|----|-------|------------|--------------|

| | | | |
|--|----|---|---|
| Clearance rate for homicides (measured on a calendar year) | 75 | A | <p>All clearance rates are reported on a calendar year basis consistent with national Federal Bureau of Investigations (FBI) reporting. The clearance rate measures will be available by April 2017 when the agency submits the official Uniform Crime Reporting data to the FBI.</p> <p>All clearance rates are reported on a calendar year basis consistent with national Federal Bureau of Investigations (FBI) reporting. The clearance rate measures will be available by April 2017 when the agency submits the official Uniform Crime Reporting data to the FBI.</p> <p>All clearance rates are reported on a calendar year basis consistent with national Federal Bureau of Investigations (FBI) reporting. The clearance rate measures will be available by April 2017 when the agency submits the official Uniform Crime Reporting data to the FBI.</p> |
| Clearance rate for forcible rape (measured on a calendar year) | 70 | A | |
| Clearance rate for robbery (measured on a calendar year) | 5 | A | |

| | | | |
|---|---|---|--|
| Clearance rate for aggravated assault (measured on a calendar year) | 5 | A | All clearance rates are reported on a calendar year basis consistent with national Federal Bureau of Investigations (FBI) reporting. The clearance rate measures will be available by April 2017 when the agency submits the official Uniform Crime Reporting data to the FBI. |
| Clearance rate for burglary (measured on a calendar year) | 5 | A | All clearance rates are reported on a calendar year basis consistent with national Federal Bureau of Investigations (FBI) reporting. The clearance rate measures will be available by April 2017 when the agency submits the official Uniform Crime Reporting data to the FBI. |
| Clearance rate for larceny-theft (measured on a calendar year) | 5 | A | All clearance rates are reported on a calendar year basis consistent with national Federal Bureau of Investigations (FBI) reporting. The clearance rate measures will be available by April 2017 when the agency submits the official Uniform Crime Reporting data to the FBI. |

| | | | | | | | | | | | |
|---|-----|---|------|------|------|-------|------|-------|-------|--|--|
| Clearance rate for motor vehicle theft (measured on a calendar year) | 5 | A | | | | | | | | | All clearance rates are reported on a calendar year basis consistent with national Federal Bureau of Investigations (FBI) reporting. The clearance rate measures will be available by April 2017 when the agency submits the official Uniform Crime Reporting data to the FBI. |
| Percent change in the number of Homicides (measured on a calendar year) | -10 | A | | | | | | -16.7 | Met | | |
| Percent change in DC Code Index property crime | -5 | Q | -8.9 | 0.5 | -7 | -7.8 | -6.3 | | Met | | |
| Percent change in DC Code Index violent crime | -5 | Q | 4.9 | 16.7 | -3.7 | -15.3 | -0.9 | | Unmet | | Although we would like to have seen a larger drop in crime, MPD is pleased that overall, FY16 was safer than FY15. The 1 percent reduction was driven by the 3 percent reduction in robberies. The decrease of 100 robberies was offset by small increases in the numbers of other crimes: homicides (+2), sex assaults (+7), and assaults with a dangerous weapon (+33). The increase in homicides was almost entirely in the first quarter of FY16. There was a reduction of 15 homicides in Quarters 2 through 4. |

FY16 Workload Measures

| Measure | Freq | Q1 | Q2 | Q3 | Q4 | Total |
|---|------|-------|-------|--------|--------|---------|
| No. of court overtime hours | A | | | | | 68,906 |
| No. of non-court locally funded overtime hours | A | | | | | 304,803 |
| No. of Explosive Ordinance Disposal Unit call outs for suspicious packages/vehicles & bomb threats | Q | 72 | 40 | 51 | 55 | 218 |
| No. of CCTV recordings retrieved for investigations | Q | 326 | 244 | 387 | 328 | 1,285 |
| No. of vehicle crash fatalities | Q | 9 | 3 | 6 | 12 | 30 |
| No. of applications for firearm registrations processed for individuals (excludes security agencies and law enforcement officers) | Q | 449 | 381 | 393 | 394 | 1,617 |
| No. of police officers hired | Q | 77 | 37 | 79 | 92 | 285 |
| No. of arrests | Q | 9,337 | 9,779 | 12,439 | 11,333 | 42,888 |

FY16 Initiatives

Title: Augment MPD's mountain bike patrol and increase police-community engagement through public safety community bike rides

Description: In efforts to increase community engagement and visibility, MPD will host a quarterly community bike ride where citizens will be invited to ride with MPD's mountain bike patrol officers. MPD will also increase deployment of mountain bike patrols throughout the District and conduct monthly targeted visibility bike rides in violent crime areas. (All scheduled bike rides will be subject to weather and safety conditions.) Division: Patrol Services Bureau

Complete to Date: Complete

Status Update: In FY16, MPD hosted four citywide rides, 12 youth rides, and 13 district rides. MPD also participated with eight DCPS schools on their bike days, engaging with children of all ages. The public enjoyed the community rides and appreciated the increased visibility of MPD. The Department also conducted monthly targeted visibility bike rides in violent crime areas targeting areas not easily accessible by patrol cars

Title: Strengthen crime scene processing while returning officers to the street

Description: In Fiscal Year 2012, the Consolidated Forensic Laboratory (CFL) was opened in the District, and the Department of Forensic Sciences (DFS) was established. The CFL is a cutting-edge, award winning science facility designed to provide the District with critical public safety and health science infrastructure. However, crime scenes are still documented and processed by sworn officers, even though no police powers are required to do this job. In FY16, MPD will work with DFS in civilianizing 37 positions that were funded in Mayor Bowser's FY16 Supplemental Budget. In addition, MPD will train Reserve Officers to do basic crime scene processing, such as fingerprinting and photographing, so that they can also help to relieve some of the workload of full MPD sworn officers. Division: Investigative Services Bureau

Complete to Date: 75-99%

Status Update: MPD's Crime Scene Investigations Division (CSID) continues to work closely with DFS by handling the most complicated scenes such as homicides, assault with intent to kill, and police shootings, which is allowing DFS to observe and gain appropriate knowledge and skills. Twenty-one CSID technicians continue to process complicated scenes while 24 Reserve Corps members process basic crime scenes such as photographing and fingerprinting. The DFS has hired 19 civilians of which 12 have been trained and certified to process crime scenes.

If Incomplete, Explanation: This initiative will be fully achieved in 2018 when DFS finishes the civilianization hiring and training effort.

Title: Expand CCTV deployment in areas of violent crime

Description: The Metropolitan Police Department will deploy 15 additional Closed Circuit Televisions (CCTV) in the District of Columbia, concentrated in areas with persistent violent crime. The Department's CCTV program helps to deter and investigate crime. Division: Homeland Security Bureau

Complete to Date: Complete

Status Update: The Department installed 15 additional CCTV cameras throughout the city during this fiscal year. They are all currently operational and recording. Five portable CCTV cameras were also added to the inventory, expanding the total number of portable CCTV cameras owned by MPD to ten.

Title: Expand the 50-411 Text Tip Program

Description: The Metropolitan Police Department currently accepts anonymous tips from citizens via text message. In FY16, MPD will enhance this capability to accept picture and video clips. The enhancement will enable the public to anonymously submit real-time and more detailed information related to violent crimes that may become important evidence. In addition, MPD will also deploy a smart phone application where citizens can submit tips on their mobile devices. Division: Homeland Security Bureau

Complete to Date: Complete

Status Update: In FY16, the Department expanded its crime tip via text message functionality by adding the capacity to receive video and photo content from the public. This enhancement to basic phone functionality was favored over an application that might need to be updated frequently to adapt to changing smart phone technology.

Title: Initiate multi-agency task force to respond to and investigate robbery crime sprees

Description: Crime analysis indicates that a small number of repeat violent offenders target our communities with robbery sprees over a short time period. MPD will establish a Robbery Intervention Task Force in partnership with the Metro Transit Police (MTP), the Office of Attorney General (OAG), and the United States Attorney's Office (USAO) to focus efforts in finding and prosecuting repeat robbery offenders. MPD and MTP will combine resources and information to support a quick response to robbery sprees or patterns as they develop. In addition, the OAG and USAO will coordinate with MPD and MTP on developing the strongest cases possible to prosecute repeat offenders and remove them from our streets. Prosecutors will dedicate resources to ensure that these arrests are prioritized. Division: Investigative Services Bureau

Complete to Date: Complete

Status Update: As the result of this initiative, MPD's Intelligence Team is now co-located in the Metro Command Center, where they actively monitor activity for robberies and other crimes around the metro stations. The joint venture has allowed information to flow fluidly to members of the Criminal Interdiction Unit and Patrol Services Bureau, who respond and act on the information in order to disrupt robbery patterns and make arrests.

Title: Raise awareness of sexual assault prevention

Description: Many sexual assault cases which may range from misdemeanor non-consensual touching to forcible rape involve students at college or individuals who are under the influence of alcohol or other drugs. Every individual has a right to feel safe while at school or visiting one of the District's entertainment zones. MPD will partner with colleges and universities in the District, as well as establishments with liquor licenses to help reinforce how staff, students, and patrons can work together to support a safe environment and reduce risk and vulnerability. Division: Investigative Services Bureau

Complete to Date: Complete

Status Update: In FY16, MPD provided universities with information about sex assault prevention through quarterly meetings with the Consortium of Colleges and Universities and participated in the National Campus Safety Awareness event in September 2016. MPD also coordinated a meeting with 15 nightlife establishments which had two or more reports of sexual assault, and presented information on sex assault prevention and security. Additionally, MPD's Nightlife Unit distributed outreach posters to 71 establishments throughout the city.

Title: Implement "See Someone? Say Something!" campaign for patrol officers

Description: Like people everywhere, some officers are less comfortable starting a conversation with strangers, yet community feedback indicates that this basic outreach would help strengthen community relations. To help officers become more comfortable with outreach that has no specific purpose, MPD will launch an internal See Someone? Say Something! training and campaign. Division: Patrol Services Bureau

Complete to Date: 75-99%

Status Update: In an effort to encourage officers to feel comfortable initiating regular friendly interaction with community members, MPD developed the See Someone? Say Something! campaign. MPD filmed eight members who discussed what good customer service means to them and how they engage with the community. Additional videos are being recorded. Clips from these videos will be displayed on the MPD Temperature Boards in each district and other MPD locations, and discussed in roll call meetings and online trainings.

If Incomplete, Explanation: The videos are still being filmed with the goal of having 12-15 members participating.

Title: Assist with the selection of community based mini-grants

Description: In order to strengthen communities and provide opportunities for success for DC youth and their families, Mayor Bowser is providing \$1.25 million in grants to nonprofit organizations and individuals in select communities across the District. The Community Partnerships Mini-Grants will provide funding to nonprofits and individuals to strengthen resources for communities in several key areas: violence prevention/mediation, mentoring, youth enrichment and family supports. The mini-grants, which will be operated through the DC Trust, will support DC youth and their families in five designated Police Service Areas (PSAs): 507 (includes Langston/Carver), 602 (includes Lincoln Heights), 604 (includes Benning Terrace), 702 (includes Woodland Terrace), and 705 (includes Congress Park). The Metropolitan Police Department will work with the Trust to select the grant winners. Division: Investigative Services Bureau

Complete to Date: Complete

Status Update: In FY2016, the DC Trust successfully commenced 43 mini-grant programs impacting 1,315 participants in the targeted PSAs. The mini-grants provided additional resources to underserved neighborhoods with economic and educational opportunities, health and human services, structured activities, and other services and programs. The Metropolitan Police Department provided support in selecting the grant winners.

Title: Expand the Community Engagement Academy

Description: MPD's Community Engagement Academy allows interested citizens to learn firsthand about police operations. The goal is to provide participants with a personal view of the challenges that confront officers on a daily basis. In FY16, MPD will recruit and target members of our community (including youth) to participate in a tailored version of the Community Engagement Academy, specifically focusing on current issues and trends in law enforcement. Division: Support Services

Complete to Date: Complete

Status Update: The Department held three Community Engagement Academy sessions (Fall, Spring and Summer), each with 20-30 active participants, including youth members. The Department has secured private grant funding for the Youth Creating Change program, which targets teenage students and provides a similar engagement experience. The cohort that leveraged this funding began July 2016. Each session focused on education and awareness, discussing issues and trends within the law enforcement community and helping to explain police policies and practices.

Title: Enhance MPD's social media messaging outreach

Description: To improve communication and strengthen relationships with Limited English Proficiency populations, MPD will create additional social media content directed at these communities. Content will provide information on outreach activities, crime alerts, and victim services. Division: Operations and Agency Management

Complete to Date: Complete

Status Update: MPD used social media to reach Limited English Proficiency populations by identifying relevant information to disseminate to the community. For example, messaging for the Exchange Zones at the District stations for a safe location to buy or sell goods is posted in multiple languages. Other messages included recent crime information, prevention tips, and victim services. MPD also worked with the Mayor's Office of Latino Affairs to host two public service campaigns.

Title: Expand outreach to the District's limited English proficient (LEP) population

Description: Many limited English proficiency (LEP) population are not familiar with the basic public safety mechanisms that other residents take for granted, including police roles, medical services, hospital care, and victim services. In efforts to increase positive police-community engagement, MPD's Special Liaison Division and community outreach personnel will identify LEP population in the District and conduct targeted outreach to inform them about public safety services, including the process of calling 911 and victim services for domestic and sexual violence. MPD will work to strengthen partnerships with other District agencies

to reach this critical population. Division: Patrol Services Bureau

Complete to Date: Complete

Status Update: Throughout FY16, MPD held 14 community meetings and attended four join town hall meetings with Mayor's Office on Latino Affairs, African Affairs, Asian and Pacific Islander Affairs, and the Department of For Hire Vehicles. Moreover MPD provided radio show outreach to the Latino community regarding robbery prevention, construction site safety and domestic violence prevention, newspaper outreach to the Asian community, and youth events. MPD also participated in Asian community events and conducted home visits in the Shaw neighborhood.

Title: Launch the Public Safety Academy, in partnership with the Washington DC Police Foundation and DC Public Schools

Description: In partnership with the Washington DC Police Foundation (WDCPF) and DC Public Schools (DCPS), MPD will launch the Public Safety Academy at Anacostia High School in August 2016. The Academy will allow students to pursue career education pathways in law enforcement. In addition to a rigorous academic core, students will complete four elective courses in Introduction to Law, Safety, and Public Security, Foundations in Law and Justice, Criminal Justice Systems, and Investigations. DCPS will consult regularly with the MPD and WDCPF, to ensure that curriculum and content delivery reflect innovations and updates in law enforcement so that our students are prepared for the jobs of the future. Division: Support Services

Complete to Date: Complete

Status Update: The Department worked closely with the Washington DC Police Foundation (WDCPF) and the District of Columbia Public Schools (DCPS) to prepare for and launch the Anacostia High School Public Safety Academy. This initiative was successfully launched at the beginning of the 2016-2017 School Year.

Title: Transform police use of force within MPD

Description: Over the past 18 months and in partnership with law enforcement leaders around the nation, MPD has been actively engaged in redefining how police think about and train on use of force. In FY2016, MPD will be reengineering its use of force principles, policies, and training to emphasize necessity and proportionality in response. The new trainings and policies will be implemented in FY2017.

Complete to Date: Complete

Status Update: In FY2016, MPD's use of force investigations manual was updated based on the recommendations from the Police Executive Research Forum study and the DC Auditors Office report following up on the DOJ Memorandum of Agreement. MPD issued new equipment (ballistic shields and other less lethal munitions) to officers, along with policy and training, to provide defensive protection and alternatives to uses of force. . De-escalation and decision making trainings were instituted in the police academy for recruits and in-service members.

Title: Enhance training for Crisis Intervention Officer (CIO) Program

Description: The policy of the Metropolitan Police Department is to handle calls-for-service involving people in mental health crisis in a manner which reflects sensitivity to the needs and rights of the persons involved. The Department currently has more than 675 front line officers who have participated in a 40-hour training on working sensitively and safely with this population provided by the Department of Behavioral Health (DBH). In FY16, all sworn managers will receive an 8-hour DBH training to strengthen and broaden the reach of the CIO program. The training will further enhance the CIO program, create better accountability, and improve MPD's services to people with mental health crisis. Division: Patrol Services Bureau

Complete to Date: Complete

Status Update: In FY16, a total of 186 officers, sergeants, and lieutenants received the Crisis Intervention Officer (CIO) training. A more specific youth-focused CIO class was also provided to the Department's School Resource Officers. MPD continues its partnership with the Department of Behavioral Health (DBH) to identify ways to strengthen the Crisis Intervention Officer (CIO) program and conduct sessions at the Metropolitan Police Academy. Almost 900

MPD officers have been trained as CIOs.

Title: Engage parents in early planning for youth to participate in the Police Cadet Training Program

Description: The Police Cadet Training Program is designed to prepare young adults to become Metropolitan Police Officers. Police cadets are recent high school graduates who are employed by the Department in civilian positions. Working about 20 hours a week, the cadets rotate through a variety of assignments helping the MPD fulfill our mission, while providing the cadets with valuable exposure and experience within the Department. In addition to paying the cadets for their work, the MPD covers their tuition at the University of the District of Columbia. Cadets convert to career police status upon completion of their Associate Degree program and enter recruit training to become a sworn officer. In FY16, MPD will establish a seminar for parents and guardians to attend with their children who are interested in joining the program in the future to help them chart a pathway to a strong profession. Division: Support Services

Complete to Date: Complete

Status Update: MPD established a seminar, in conjunction with our Cadet New Candidate Orientation Program, targeted to parents of interested students to help them learn more about the program as a path for their children in the future. Launched in June 2016, these quarterly sessions have informed parents and students of the benefits of the MPD Cadet Program. Since the beginning of the school year, the School Resource Officers have been actively working with teachers to encourage them to promote the programs and sent information fliers to parents.

Title: Initiate a multi-agency protocol strategy to improve handling of individuals in health crisis or suspected of using certain narcotics

Description: Individuals in certain health crises or who may be under the influence of certain narcotics can be a danger to themselves and others. However, some of that danger may be avoided by not escalating the interaction. MPD will coordinate with the Fire and Emergency Medical Services and the Office of Unified Communications to improve the response protocol for addressing individuals exhibiting certain symptoms to reduce the reliance on physical restraint and confrontation, and increase use of chemical restraints where appropriate. Division: Support Services

Complete to Date: 50-74%

Status Update: The Department has completed the development of training associated with the response and protocol involving individuals with excited delirium.

If Incomplete, Explanation: The planning was interrupted by the departure of the prior FEMS medical director. MPD has been training its members on recognizing early signs of potential excited delirium, and of protocols to follow. We are awaiting FEMS and OUC roll out of new dispatch protocol to launch the protocol.

Title: Strengthen critical incident response capability and management

Description: Over the years, the members of MPD have trained extensively in handling critical incidents. To further strengthen preparation for those events, in FY16 MPD will conduct monthly critical incident response exercises for mass casualty, active shooter, and Metro incident settings. The exercises will focus on coordinating response to support greater understanding by officers of the overall incident management principles and response capabilities. The initiative will also strengthen coordination across police districts and specialized units, collaboration with partner agencies, and understanding of scene priorities. Division: Homeland Security Bureau

Complete to Date: Complete

Status Update: MPD participated in full scale exercises involving HAZMAT scenario with CSX Corporation and another with the Office of the Chief Medical Examiner where a forensic response was tested. Roundtable discussions were held to identify core competencies of first responders in support of the DC Mass Casualty Response Protocol. Lessons learned were incorporated into MPD training. Specialized training continues for the Special Operations Division as well as Patrol Rifle and Active Shooter trainings within the districts.

Title: Build future MPD leaders through the professional development program

Description: In efforts to strengthen future management and retain skilled employees, MPD will enhance its existing professional development program for both sworn and civilian employees. The program will focus on training future leaders of MPD through the establishment of formal mentoring programs, leadership training, and exposure to different units of the MPD. The enhancement will provide a smooth leadership transition as more senior officials and civilians retire and ensure best practices are continued. Division: Support Services

Complete to Date: Complete

Status Update: In partnership with Johns Hopkins University's Police Officer Executive Leadership Program, the Department worked with industry experts to develop a comprehensive leadership and mentorship program for mid and senior level managers of the Department.

Title: Expand the body-worn camera program

Description: The use of body-worn cameras (BWCs) will benefit members of the community and MPD by improving police services, increasing accountability for individual interactions, and strengthening police-community relations. The MPD is pleased to be on the forefront of major city police departments deploying cameras. In FY15, MPD deployed 400 body-worn cameras (BWC) in the 5th and 7th Police Districts. In FY16, subject to approval of funding and regulations governing access to BWC video, MPD will deploy an additional 2,400 BWCs. Division: Operations and Agency Management

Complete to Date: 75-99%

Status Update: In FY16, MPD successfully deployed more than 800 body-worn cameras (BWCs) to patrol officers and specialty units for a total of over 1,300 BWCs across the Department. The Department has also hired five Body-Worn Camera Coordinators to process and categorize the demand for videos. The Department currently has several terabytes worth of video collected this year.

If Incomplete, Explanation: Due to the robust randomized study leading academics are conducting on the behavioral impacts of BWCs, the deployment schedule was changed, and the full deployment of BWCs to all members of the force will be completed by December 2016.

Title: Implement the Police Officer Retention Program

Description: In FY16, MPD will implement the Police Officer Retention Program to retain skilled sworn members who are in their early and later career. Through a rigorous selection process, members who have between three and seven years of service will be offered tuition forgiveness. For members eligible to retire, they will have the option to receive tuition forgiveness for themselves or their dependent child. Division: Support Services

Complete to Date: Complete

Status Update: The Department successfully announced two rounds of the Police Officer Retention Program (PORP) aimed to retain members who have served between three and seven years of service and/or individuals eligible to retire. In FY16, 89 individuals were selected and received awards totaling to over \$950,000, in exchange for three or four years signed obligated service agreements.