



METROPOLITAN POLICE DEPARTMENT PROPOSED FY 2025 PERFORMANCE PLAN

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1 METROPOLITAN POLICE DEPARTMENT

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 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*.

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 57 police service areas in seven police districts. The Investigative Services Bureau investigates crimes and supports victims of crime. The Homeland Security Bureau coordinates domestic security and intelligence operations, as well as, traffic safety and law enforcement support for special events. The Youth and Family Engagement Bureau provides specialized services to youth, including students, at-risk youth, and youth offenders. The Internal Affairs Bureau investigates the use of force, equal employment opportunity violations, and other misconduct and complaints against MPD employees. The Executive Office of the Chief of Police, Professional Development Bureau, and Technical and Analytical Services Bureau support the work of the entire department through strategic direction, legislative coordination, policy issuance, recruitment, hiring and training personnel, technology services, records processing, fleet management, procurement, and other administrative support services.

2 PROPOSED 2025 OBJECTIVES

Strategic Objective

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

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

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

Create and maintain a highly efficient, transparent, and responsive District government.

3 PROPOSED 2025 OPERATIONS

| Operation Title | Operation Description | Type of Operation |
|---|--|-------------------|
| Safeguard the District of Columbia and protect its residents and visitors. | | |
| 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 |
| School Safety | Promotes safety in all District of Columbia Public and Public Charter Schools and works to reduce juvenile victimization and delinquent behavior. | Daily Service |
| 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 Services | Provides focused law enforcement, responds to calls for service, and provides crime prevention services to residents, visitors, and commuters. | Daily Service |
| Criminal Investigations | Investigates and solves crimes so that offenders are brought to justice, and provides assistance to victims. | Daily Service |
| Special Operations | Provides specialized patrol, tactical, rescue, and security services to the public, businesses, and government in the District. | Daily Service |
| 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 |
| 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 | Responsible for the security of the Mayor. | Daily Service |
| Violent Crime Suppression | Provides proactive criminal enforcement services so that citizens can live in neighborhoods free from illegal guns and drug-related crime. | Daily Service |
| Provide the highest quality police service with integrity, compassion, and a commitment to innovation. | | |
| Research & Analysis | Provides research and analytical services to support innovative policing operations and public safety practices. | Daily Service |
| Executive Office of the Chief of Police | Provides management, oversight, and direction for the agency. | Daily Service |
| 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 |

(continued)

| Operation Title | Operation Description | Type of Operation |
|------------------------------|---|-------------------|
| Metropolitan Police Academy | provides training to MPD recruits and MPD-sworn personnel to create a capable, knowledgeable, and professional staff. | Daily Service |
| Strategic Change | Coordinates strategic planning, government relations, legislative affairs, and performance management. | Daily Service |
| 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 | Ensures that MPD complies with diversity and ADA requirements and regulations. | Daily Service |
| Special Liaison | Provides targeted outreach and specialized response to historically underserved communities. | Daily Service |
| Policy and Standards | Develops policies and procedures for the department. | Daily Service |

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

| | | |
|---------------------------|---|---------------|
| Court Liaison | Coordinates officer appearances related to criminal and traffic cases. | Daily Service |
| Human Resource Management | Hires, retains, and makes appropriate duty status determinations for sworn personnel. | Daily Service |
| Recruiting | Conducts outreach to recruit a diverse and highly qualified workforce, and conducts comprehensive examination and background screening on all prospective applicants. | Daily Service |
| Information Technology | Provides strategic IT vision, leadership, and enterprise solutions that advance the Metropolitan Department mission. | Daily Service |
| Records | Provides services to the public and the criminal justice community by maintaining police records and registering firearms. | Daily Service |

4 PROPOSED 2025 KEY PERFORMANCE INDICATORS AND WORKLOAD MEASURES

Key Performance Indicators

| Measure | Directionality | FY 2022 | FY 2023 | FY 2024 Target | FY 2025 Target |
|---|----------------|---------------|---------|----------------|-------------------|
| Safeguard the District of Columbia and protect its residents and visitors. | | | | | |
| Percent change in DC Code Index violent crime | Down is Better | -1% | 21.8% | -5% | -5% |
| Percent change in DC Code Index property crime | Down is Better | -0.7% | 17.7% | -5% | -5% |
| Clearance rate for robbery | Up is Better | 35.1% | 27% | No Target Set | Not Yet Available |
| Clearance rate for aggravated assault | Up is Better | 57.1% | 51% | No Target Set | Not Yet Available |
| Clearance rate for burglary | Up is Better | 29.9% | 31% | No Target Set | Not Yet Available |
| Clearance rate for larceny-theft | Up is Better | 16.4% | 12% | No Target Set | Not Yet Available |
| Clearance rate for motor vehicle theft | Up is Better | 6.6% | 2% | No Target Set | Not Yet Available |
| Clearance rate for homicides | Up is Better | 61.6% | 52% | 75% | 75% |
| Clearance rate for forcible rape | Up is Better | 66.5% | 70% | 70% | 70% |
| Percent change in the number of homicides (calendar year) | Down is Better | Not Available | 35% | -10% | -10% |
| Improve police service to the public through the integration of the Department's people, technology, and business systems. | | | | | |
| Average daily fleet availability | Up is Better | 95.4% | 95.5% | 95% | 95% |
| Average court overtime hours per arrest | Down is Better | 0.8 | 1.49 | 1.7 | 2 |
| Create and maintain a highly efficient, transparent, and responsive District government. | | | | | |
| Percent of new hires that are District residents | Up is Better | New in 2023 | 57.1% | No Target Set | No Target Set |
| Percent of employees that are District residents | Up is Better | New in 2023 | 22.1% | No Target Set | No Target Set |
| Percent of required contractor evaluations submitted to the Office of Contracting and Procurement on time. | Up is Better | New in 2023 | 22.7% | No Target Set | No Target Set |
| Percent of new hires that are current District residents and received a high school diploma from a DCPS or a District Public Charter School, or received an equivalent credential from the District of Columbia | Up is Better | New in 2023 | 18.4% | No Target Set | No Target Set |

Key Performance Indicators (*continued*)

| Measure | Directionality | FY 2022 | FY 2023 | FY 2024 Target | FY 2025 Target |
|--|----------------|-------------|---------------|-------------------|-------------------|
| Percent of agency staff who were employed as Management Supervisory Service (MSS) employees prior to 4/1 of the fiscal year that had completed an Advancing Racial Equity (AE204) training facilitated by ORE within the past two years. | Up is Better | New in 2023 | Not Available | No Target Set | No Target Set |

Workload Measures

| Measure | FY 2022 | FY 2023 |
|--|---------|---------|
| Patrol Services | | |
| Number of MPD arrests | 16,521 | 16,295 |
| Special Operations | | |
| Number of vehicle crash fatalities | 34 | 48 |
| Number of Explosive Ordinance Disposal Unit call outs for suspicious packages/vehicles and bomb threats | 55 | 70 |
| Tactical Information | | |
| Number of CCTV recordings retrieved for investigations | 4,873 | 6,017 |
| Court Liaison | | |
| Number of court overtime hours | 12,626 | 24,214 |
| Number of non-court locally funded overtime hours | 430,374 | 574,058 |
| Human Resource Management | | |
| Number of police officers hired | 254 | 193 |
| Records | | |
| Number of applications for firearm registrations processed for individuals (excludes security agencies and law enforcement officers) | 7,472 | 8,220 |