



METROPOLITAN POLICE DEPARTMENT

FY 2023 PERFORMANCE ACCOUNTABILITY REPORT

JANUARY 16, 2024

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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 2023 ACCOMPLISHMENTS

Accomplishment	Impact on Agency	Impact on Residents
<p>MPD expanded our recruitment efforts by establishing an in-person recruitment outreach unit because the best people to talk about being officers at MPD are fellow officers. This unit is staffed by one sergeant and five officers, and their primary responsibilities are to increase the number of new officers. This team builds on the successes of the expanded digital outreach efforts with a dedicated in-person presence.</p>	<p>Ensuring adequate police personnel for all police functions is important to ensure the safety of and responsiveness to our residents.</p>	<p>Recruiting remains a top priority for MPD and a critical need. Having additional staff specifically focused on in-person recruitment is important to ensure we fill necessary vacant positions.</p>
<p>MPD partnered with the Executive Office of the Mayor to provide owners of certain Hyundai vehicle models the latest anti-theft technology and owners of certain Kia models free steering wheel locks at no cost. This was to combat a rise in car thefts resulting from a social media trend describing the vehicles' vulnerabilities. These models accounted for more than half of the cars stolen in DC during the first nine months of 2023.</p>	<p>These anti-theft efforts can help protect owners from car theft and prevent subsequent crimes.</p>	<p>In some cases, these stolen vehicles are later used to commit acts of violence. A reduction in thefts reduces this opportunity for violent crime.</p>
<p>MPD, in partnership with DBH, successfully launched the Co-Response (COR) pilot, delivering a tailored approach to behavioral health calls for service. The establishment of COR fosters collaboration, innovation, and a compassionate response to individuals with behavioral health challenges, while also optimizing resource allocation.</p>	<p>The specialized team's ability to de-escalate situations and connect individuals in crisis with appropriate resources has improved the overall experience for residents experiencing a behavioral or mental health crisis. In almost 400 contacts with patients, there were only 12 arrests and no uses of force by the COR team.</p>	<p>A dedicated team of officers responding to behavioral health events will free up patrol officer time in an environment where historically low staffing levels are a primary challenge.</p>

3 2023 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.

4 2023 OPERATIONS

Operation Title	Operation Description
Safeguard the District of Columbia and protect its residents and visitors.	
Youth Investigations: Daily Service	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
School Safety: Daily Service	Promotes safety in all District of Columbia Public and Public Charter Schools and works to reduce juvenile victimization and delinquent behavior.
Tactical Information: Daily Service	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.
Patrol Services: Daily Service	Provides focused law enforcement, responds to calls for service, and provides crime prevention services to residents, visitors, and commuters.
Criminal Investigations: Daily Service	Investigates and solves crimes so that offenders are brought to justice, and provides assistance to victims.
Special Operations: Daily Service	Provides specialized patrol, tactical, rescue, and security services to the public, businesses, and government in the District.
Intelligence: Daily Service	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.
Patrol Support: Daily Service	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.
Executive Protection: Daily Service	Responsible for the security of the Mayor.
Narcotics and Special Investigations: Daily Service	Provides proactive criminal enforcement services so that citizens can live in neighborhoods free from illegal guns, drug-related crime, and adult trafficking and exploitation.
Provide the highest quality police service with integrity, compassion, and a commitment to innovation.	
Research & Analysis: Daily Service	Provides research and analytical services to support innovative policing operations and public safety practices.
Executive Office of the Chief of Police: Daily Service	Provides management, oversight, and direction for the agency.
Communications: Daily Service	Manages media relations and provides information about the events and activities involving the MPD to the residents and visitors of the District of Columbia.
Metropolitan Police Academy: Daily Service	provides training to MPD recruits and MPD-sworn personnel to create a capable, knowledgeable, and professional staff.
Strategic Change: Daily Service	Coordinates strategic planning, government relations, legislative affairs, and performance management.
Internal Affairs: Daily Service	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.
Diversity and ADA Compliance: Daily Service	Ensures that MPD complies with diversity and ADA requirements and regulations.
Special Liaison: Daily Service	Provides targeted outreach and specialized response to historically underserved communities.
Policy and Standards: Daily Service	Develops policies and procedures for the department.

(continued)

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

5 2023 STRATEGIC INITIATIVES

In FY 2023, Metropolitan Police Department had 6 Strategic Initiatives and completed 83.33%.

Title	Description	Update
Maximize hiring of officers in FY2023	Use funding for the \$25,000 recruit hiring bonus, \$5,000 Cadet conversion bonus, and \$6,000 temporary housing stipend for new recruits moving to DC to maximize hiring of officers and begin stabilizing sworn staffing.	Completed to date: Complete A total of 129 recruit officers have received the first half of the hiring bonus and 62 officers have received the complete bonus. 17 Cadets have received their conversion bonus. 75 officers have benefited from the housing assistance stipend. The Recruiting Outreach Section was created to expand hiring efforts.
Procure & implement a digital intelligence investigative platform	Deploy a robust digital intelligence investigative platform that will help detectives more quickly and accurately review the millions of pages of documents they receive each year in response to lawful searches of cell phones, social media accounts, and other key evidence. The platform will help to quickly analyze large volumes of data to identify patterns and connections with greater speed and accuracy, allowing police to identify incriminating or exculpatory information related to serious crimes.	Completed to date: Complete Pathfinder went live in the 3rd quarter and detectives are now using it to support investigations.
Use data and analytics to enhance investigations & strategic deployment	Hire six intelligence analysts to help expand MPD's capacity to conduct robust analysis around violent crime, repeat violent offenders, and emerging trends and patterns. These professionals would directly support detectives with investigations and specialized units and patrol in deploying assets more strategically.	Completed to date: 75-99% Of the six positions, five have been hired and the sixth is in the process of being vetted. Of the six positions, five have been hired and the sixth is in the process of being vetted.
Invest in the future of MPD by strengthening leadership development	During FY23, MPD will develop and deliver a multi-part leadership series focusing on the development of mid-level leaders (Lieutenants and Captains). This series will focus on building formal leadership skills and bring in expertise from multiple disciplines to help prepare future generations of MPD leaders.	Completed to date: Complete The second cohort of DCPLA took place July 31-August 11 (session 1) and September 11-15 (session 2). 72 participants completed the course.

Strengthen employee wellbeing program

In FY22, MPD's newly hired Director for Well-being Support developed a comprehensive wellness strategy for employees. In FY23, two new program staff members will help to implement the strategy to support MPD officers in coping with the challenges and stresses of law enforcement.

Completed to date: Complete
Wellness checks were conducted on 131 officers who sustained an injury or illness while on duty. More than 1,400 wellness promotional materials (posters, flyers, and handouts) have been distributed across the department since May 2023. During Q4, more than 90 professional, sworn and volunteer members received in-person wellness training.

Engage employees in DEI strategic planning

MPD's new Chief Equity Officer will conduct a diversity, equity, and inclusion (DEI) cultural assessment of MPD informed by a Voices Tour, a series of listening sessions throughout the Department with sworn and professional employees of all ranks to ensure that the views of employees are incorporated into DEI strategic planning.

Completed to date: Complete
The DEI cultural assessment is ongoing via the Voices Tours listening sessions. Summaries from the tours have been shared with upper management and 17 unit-specific action plans to address workplace culture have been created. The Chief Equity Officer is in the process of implementing several initiatives from the DEI Strategic Plan.

6 2023 KEY PERFORMANCE INDICATORS AND WORKLOAD MEASURES

Key Performance Indicators

Measure	Directionality	FY 2021	FY 2022	FY 2023 Q1	FY 2023 Q2	FY 2023 Q3	FY 2023 Q4	FY 2023	FY 2023 Target	Was 2023 KPI Met?	Explanation of Unmet KPI
Safeguard the District of Columbia and protect its residents and visitors.											
Clearance rate for homicides	Up is Better	Not Available	61.6%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Needs Data Update	75%		Calendar year measure
Clearance rate for forcible rape	Up is Better	Not Available	66.5%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Needs Data Update	70%		Calendar year measure
Clearance rate for robbery	Up is Better	32.1%	35.1%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Needs Data Update	-	-	Calendar year measure
Clearance rate for aggravated assault	Up is Better	53.3%	57.1%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Needs Data Update	-	-	Calendar year measure
Clearance rate for burglary	Up is Better	28.4%	29.9%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Needs Data Update	-	-	Calendar year measure
Clearance rate for larceny-theft	Up is Better	8.7%	16.4%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Needs Data Update	-	-	Calendar year measure
Clearance rate for motor vehicle theft	Up is Better	8.6%	6.6%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Needs Data Update	-	-	Calendar year measure

Key Performance Indicators (continued)

Measure	Directionality	FY 2021	FY 2022	FY 2023 Q1	FY 2023 Q2	FY 2023 Q3	FY 2023 Q4	FY 2023	FY 2023 Target	Was 2023 KPI Met?	Explanation of Unmet KPI
Percent change in DC Code Index violent crime	Down is Better	4.5%	-1%	-20.4%	0.9%	59.6%	58.1%	21.8%	-5%	Unmet	While the percent change in violent and property crime did not meet the stated goal of a 5 percent reduction, violent crime in the first two quarters of FY23 decreased by 10 percent. The subsequent increase is driven primarily by increases in robbery and motor vehicle theft. MPD has deployed a multi-pronged approach to combat these crimes including the launch of the Violent Crime Suppression Initiative and the continuing work of the Carjacking Taskforce. More than half of the vehicle thefts have been of Kias and Hyundais, a trend driven by social media. MPD has facilitated software updates and steering wheel locks to eligible owners free of charge. On the positive side, assaults with a dangerous weapon decreased 7 percent, and burglary decreased 11 percent.

Key Performance Indicators (continued)

Measure	Directionality	FY 2021	FY 2022	FY 2023 Q1	FY 2023 Q2	FY 2023 Q3	FY 2023 Q4	FY 2023	FY 2023 Target	Was 2023 KPI Met?	Explanation of Unmet KPI
Percent change in DC Code Index property crime	Down is Better	-7.8%	-0.7%	-4%	26.5%	32.5%	20.7%	17.7%	-5%	Unmet	While the percent change in violent and property crime did not meet the stated goal of a 5 percent reduction, violent crime in the first two quarters of FY23 decreased by 10 percent. The subsequent increase is driven primarily by increases in robbery and motor vehicle theft. MPD has deployed a multi-pronged approach to combat these crimes including the launch of the Violent Crime Suppression Initiative and the continuing work of the Carjacking Taskforce. More than half of the vehicle thefts have been of Kias and Hyundais, a trend driven by social media. MPD has facilitated software updates and steering wheel locks to eligible owners free of charge. On the positive side, assaults with a dangerous weapon decreased 7 percent, and burglary decreased 11 percent.

Key Performance Indicators (continued)

Measure	Directionality	FY 2021	FY 2022	FY 2023 Q1	FY 2023 Q2	FY 2023 Q3	FY 2023 Q4	FY 2023	FY 2023 Target	Was 2023 KPI Met?	Explanation of Unmet KPI
Percent change in the number of homicides (calendar year)	Down is Better	Not Available	Not Available	Annual Measure	Annual Measure	Annual Measure	Annual Measure	35%	-10%	Unmet	A higher shooting fatality rate contributed to the homicide increase. While the number of shootings was 9% higher than the prior 3 years (984 compared to 904 average), the fatality rate was 22% higher (23.9% compared to 19.6% average) and the highest rate since MPD began tracking the figure (15.5% in 2017). At 15.5%, there would have been 82 fewer homicides. Conversion switches that make handguns fully automatic helped drive the increase. The number recovered rose from 66 in 2021 to 195 in 2023.
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	96.3%	95.4%	95.1%	95.5%	95.7%	95.5%	95.5%	95%	Met	
Average court overtime hours per arrest	Down is Better	0.22	0.8	Annual Measure	Annual Measure	Annual Measure	Annual Measure	1.49	1.7	Met	

Workload Measures

Measure	FY 2021	FY 2022	FY 2023 Q1	FY 2023 Q2	FY 2023 Q3	FY 2023 Q4	FY 2023
Patrol Services							
Number of MPD arrests	17,524	16,521	3,949	3,934	4,303	4,109	16,295
Special Operations							
Number of vehicle crash fatalities	38	34	10	12	15	11	48
Number of Explosive Ordinance Disposal Unit call outs for suspicious packages/vehicles and bomb threats	93	55	15	19	17	19	70
Tactical Information							
Number of CCTV recordings retrieved for investigations	3,902	4,873	1,491	997	1,648	1,881	6017
Court Liaison							
Number of court overtime hours	3,802	12,626	Annual Measure	Annual Measure	Annual Measure	Annual Measure	24,214
Number of non-court locally funded overtime hours	269,581	430,374	Annual Measure	Annual Measure	Annual Measure	Annual Measure	574,058
Human Resource Management							
Number of police officers hired	103	254	35	54	43	61	193
Records							
Number of applications for firearm registrations processed for individuals (excludes security agencies and law enforcement officers)	6,909	7,472	1,966	2,373	2,188	1,693	8220