

Metropolitan Police Department FY2016

Agency Metropolitan Police Department

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.

2016 Objectives

FY16 Objectives

Objective Number	Objective Description
Shared by All Divisions (3 Objectives)	
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.

2016 Key Performance Indicators

Measure	Division	Frequency of Reporting	FY 2013	FY 2014	FY 2015	FY 2015 Target	FY 2016 Target
1 - Safeguard the District of Columbia and protect its residents and visitors. (10 Measures)							
Percent change in the number of Homicides		Annually	18	1	54.3	-10	-10
Percent change in DC Code Index violent crime		Quarterly	-3.5	-9.2	0.5	-5	-5
Percent change in DC Code Index property crime		Quarterly	0.18	8.36	-0.58	-5	-5
Clearance rate for homicides		Annually	79.8	70.5	61.7	75	75
Clearance rate for forcible rape		Annually	58.3	56.2	69.4	70	70
Clearance rate for robbery		Annually	29.4	20.1	19.5	23.6	5
Clearance rate for aggravated assault		Annually	58.7	46.7	43.2	49	5
Clearance rate for burglary		Annually	9.4	11.8	10.9	12.4	5
Clearance rate for larceny-theft		Annually	9.4	7.7	6	16	5

Clearance rate for motor vehicle theft	Annually	2.6	1.8	3.3	8	5
2 - Provide the highest quality police service with integrity, compassion, and a commitment to innovation. (1 Measure)						
Rate of sustained citizen allegations of police misconduct per 1,000 sworn members	Quarterly	15.31	14.6	12.28	14.31	-2
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	Quarterly	96.2	96.2	96.25	95	95
Average court overtime hours per arrest	Annually	3.1	2.67	2.34	2.62	2.29

2016 Workload Measures

Measure	Frequency of Reporting	FY 2013	FY 2014	FY 2015
Workload Measure (8 Measures)				
# of arrests	Quarterly	40,876	42,384	36,003
# of court overtime hours	Annually	126,723	113,193	84,281.5
# of non-court locally funded overtime hours	Annually	223,043	277,739	334,204
# of Explosive Ordinance Disposal Unit call outs for suspicious packages/vehicles & bomb threats	Quarterly	219	257	195
# of CCTV recordings retrieved for investigations	Quarterly	1,009	1,202	1,371
# of vehicle crash fatalities	Quarterly	28	29	17
# of applications for firearm registrations processed for individuals (excludes security agencies and law enforcement officers)	Quarterly	1,195	1,236	1,628
# of police officers hired	Quarterly	300	269	281

2016 Initiatives

Objective Number	Objective Title	Initiative Number	Initiative Title	Initiative Description
Shared by All Divisions - 1 (6 Initiatives)				
1	Safeguard the District of Columbia and protect its residents and visitors	1.1	Augment MPD's mountain bike patrol and increase police-community engagement through public safety community bike rides	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

1	Safeguard the District of Columbia and protect its residents and visitors	1.1	Strengthen crime scene processing while returning officers to the street	<p>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.</p> <p>Division: Investigative Services Bureau</p>
1	Safeguard the District of Columbia and protect its residents and visitors	1.1	Expand CCTV deployment in areas of violent crime	<p>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.</p> <p>Division: Homeland Security Bureau</p>
1	Safeguard the District of Columbia and protect its residents and visitors	1.2	Expand the 50-411 Text Tip Program	<p>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.</p> <p>Division: Homeland Security Bureau</p>
1	Safeguard the District of Columbia and protect its residents and visitors	1.2	Initiate multi-agency task force to respond to and investigate robbery crime sprees	<p>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.</p> <p>Division: Investigative Services Bureau</p>

1	Safeguard the District of Columbia and protect its residents and visitors	1.3	Raise awareness of sexual assault prevention	<p>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.</p> <p>Division: Investigative Services Bureau</p>
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Shared by All Divisions - 2 (10 Initiatives)

2	Provide the highest quality police service with integrity, compassion, and a commitment to innovation	2.1	Implement "See Someone? Say Something!" campaign for patrol officers	<p>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.</p> <p>Division: Patrol Services Bureau</p>
2	Provide the highest quality police service with integrity, compassion, and a commitment to innovation	2.1	Assist with the selection of community based mini-grants	<p>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.</p> <p>Division: Investigative Services Bureau</p>
2	Provide the highest quality police service with integrity, compassion, and a commitment to innovation	2.1	Expand the Community Engagement Academy	<p>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.</p> <p>Division: Support Services</p>

2	Provide the highest quality police service with integrity, compassion, and a commitment to innovation	2.1	Enhance MPD's social media messaging outreach	<p>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.</p> <p>Division: Operations & Agency Management</p>
2	Provide the highest quality police service with integrity, compassion, and a commitment to innovation	2.2	Expand outreach to the District's limited English proficient (LEP) population	<p>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.</p> <p>Division: Patrol Services Bureau</p>
2	Provide the highest quality police service with integrity, compassion, and a commitment to innovation	2.2	Launch the Public Safety Academy, in partnership with the Washington DC Police Foundation and DC Public Schools	<p>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, & Public Security, Foundations in Law & Justice, Criminal Justice Systems, and Investigations. DCPS will consult regularly with the MPD & 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.</p> <p>Division: Support Services</p>
2	Provide the highest quality police service with integrity, compassion, and a commitment to innovation	2.2	Transform police use of force within MPD	<p>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.</p>

2	Provide the highest quality police service with integrity, compassion, and a commitment to innovation	2.3	Enhance training for Crisis Intervention Officer (CIO) Program	<p>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.</p> <p>Division: Patrol Services Bureau</p>
2	Provide the highest quality police service with integrity, compassion, and a commitment to innovation	2.3	Engage parents in early planning for youth to participate in the Police Cadet Training Program	<p>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.</p> <p>Division: Support Services</p>
2	Provide the highest quality police service with integrity, compassion, and a commitment to innovation	2.4	Initiate a multi-agency protocol strategy to improve handling of individuals in health crisis or suspected of using certain narcotics	<p>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.</p> <p>Division: Support Services</p>

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Shared by All Divisions - 3 (4 Initiatives)

3	Improve police service to the public through the integration of the Department's people, technology and business systems	3.1	Strengthen critical incident response capability and management	<p>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.</p> <p>Division: Homeland Security Bureau</p>
3	Improve police service to the public through the integration of the Department's people, technology and business systems	3.1	Build future MPD leaders through the professional development program	<p>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.</p> <p>Division: Support Services</p>
3	Improve police service to the public through the integration of the Department's people, technology and business systems	3.1	Expand the body-worn camera program	<p>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.</p> <p>Division: Operations & Agency Management</p>
3	Improve police service to the public through the integration of the Department's people, technology and business systems	3.2	Implement the Police Officer Retention Program	<p>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.</p> <p>Division: Support Services</p>
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