FY 2015 Performance Accountability Report
Metropolitan Police Department

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 2015 by listing MPD's top three accomplishments, and a summary of its progress achieving its initiatives and progress on key performance indicators.

TOP THREE ACCOMPLISHMENTS
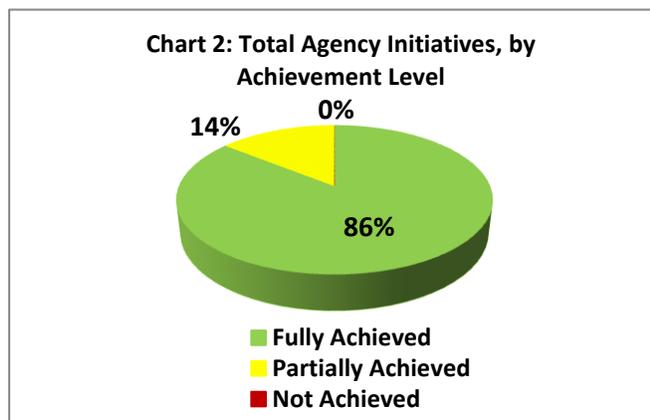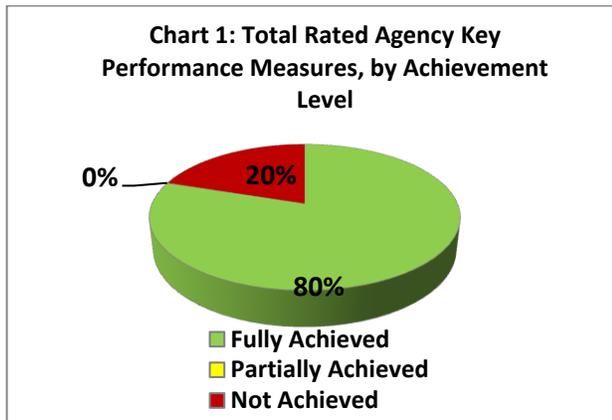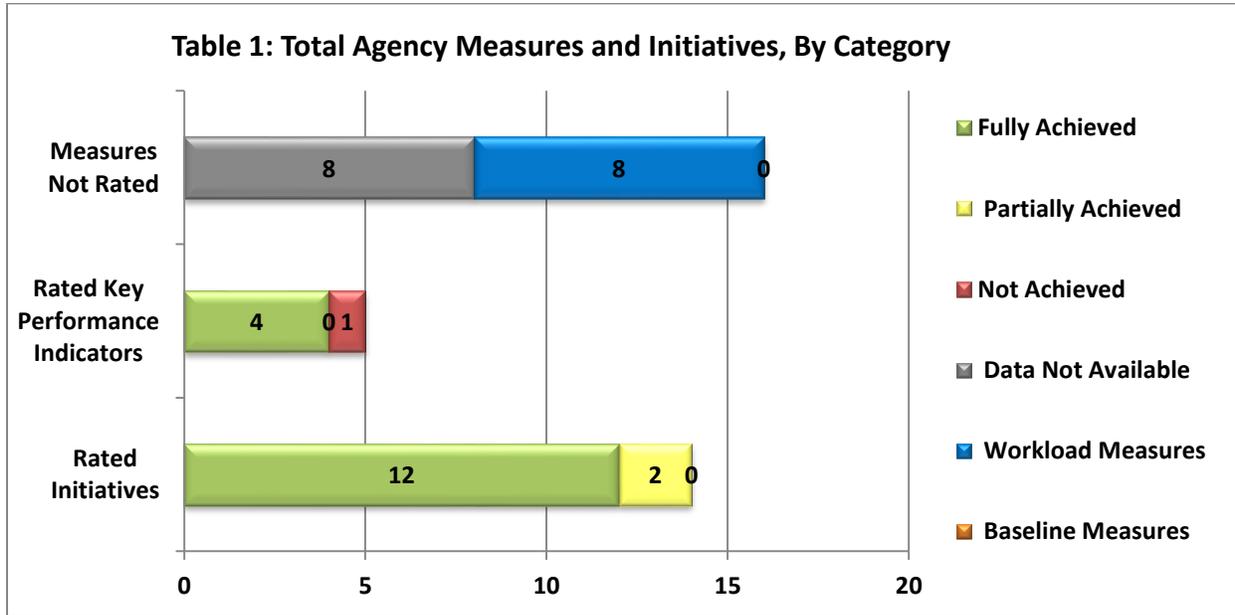The top three accomplishments of MPD in FY 2015 are as follows:

- ✓ Expanded body-worn camera program to 200 BWCs each in the 5th and 7th Districts.

- ✓ Reduced violent crime by 14% in the Summer Crime Initiative focus areas.

Metropolitan Police Department *FY 2015 Performance Accountability Report*
Government of the District of Columbia *Published: January 2016*

1

✓ Transformed efforts to fight drugs and violent crime by focusing resources on criminal enterprises while strengthening police-community relations.

SUMMARY OF PROGRESS TOWARD COMPLETING FY 2015 INITIATIVES AND PROGRESS ON KEY PERFORMANCE INDICATORS

Table 1 (see below) shows the overall progress the MPD made on completing its initiatives, and how overall progress is being made on achieving the agency's objectives, as measured by their key performance indicators.

Table 1: Total Agency Measures and Initiatives, By Category

Category	Fully Achieved	Partially Achieved	Not Achieved	Data Not Available	Workload Measures	Baseline Measures
Measures Not Rated				8	8	0
Rated Key Performance Indicators	4	0	1			
Rated Initiatives	12	2	0			

Legend:
- Fully Achieved
- Partially Achieved
- Not Achieved
- Data Not Available
- Workload Measures
- Baseline Measures

Chart 1: Total Rated Agency Key Performance Measures, by Achievement Level

- Fully Achieved: 80%
- Partially Achieved: 0%
- Not Achieved: 20%

Chart 2: Total Agency Initiatives, by Achievement Level

- Fully Achieved: 86%
- Partially Achieved: 14%
- Not Achieved: 0%

Default KPI Rating:

>= 100%	Fully Achieved	
75 - 99.99%	Partially Achieved	
< 75%	Not Achieved	

In FY 2015, MPD fully achieved more than 85 percent of its initiatives and 80 percent of its rated key performance measures. **Table 1** provides a breakdown of the total number of performance metrics MPD uses, including key performance indicators and workload measures, initiatives, and whether or not some of those items were achieved, partially achieved, or not achieved. **Chart 1** displays the overall progress being made on achieving MPD objectives, as measured by their rated key performance indicators. Please note that chart 2 contains only rated performance measures. Rated performance measures do not include measures where data is not available, workload measures, or baseline measures. **Chart 2** displays the overall progress MPD made on completing its initiatives, by level of achievement.

The next sections provide greater detail on the specific metrics and initiatives for MPD in FY 2015.

PERFORMANCE INITIATIVES – ASSESSMENT DETAILS

Patrol Services Bureau

OBJECTIVE 1: Provide the highest quality police service with integrity, compassion, and a commitment to innovation.

> **INITIATIVE 1.1: Enhance partnership with the LGBT community (Age-Friendly DC Goal: Domain # 5).**
> In December 2011, Chief Lanier asked the Anti-Defamation League, a national leader on the issue of hate crimes, to assist the Department by conducting an impartial review of MPD's hate crimes and community programs, comparing them with programs in other departments in the nation, and identifying any areas that might be strengthened. The Task Force issued its report in February 2014. In the spring of 2015, MPD will complete its work with the community on the most important recommendation of the report by launching an enhanced training curriculum for all of its members on hate crimes and LGBT cultural competency. **Completion Date: February 28, 2015.**
>
> *Performance Assessment Key:* **Fully Achieved.**
> The Metropolitan Police Department is proud of its partnership with the LGBT community in the District. MPD has innovative programs such as the Gay and Lesbian Liaison Unit (GLLU), which is staffed by four officers and one sergeant, and have invested in a higher level of training for "Affiliate officers." Affiliate officers are allies of the LGBT community who work

throughout the city supporting members of the community. There are currently more than 70 active affiliate members.

The department-wide training launched in March 2015. The major topics of the course include: LGBT Cultural Competency; Handling Interactions with Transgender Individuals; Domestic Violence in LGBT Relationships; and Bias-Motivated Crimes. The training includes an online presentation to review Department policies and previous trainings, and to introduce some new concepts. It is followed by classroom training led by experienced officers who are core or affiliate members of the GLLU. The classroom session focuses on scenarios designed to present officers with situations they will likely encounter, and provide a forum for discussing how they would respond to the incident and individuals on the scene. The emphasis on interactive and hands-on exercises requires officers to demonstrate the skills learned in training. The training also includes videos of community members discussing their experiences with police and the impact the interactions had on them. By the end of Fiscal Year 2015, almost all members had taken the online training, and more than 2,100 members had attended the classroom training. The training will continue throughout 2015.

OBJECTIVE 2: Improve police service to the public through the integration of the Department's people, technology and business systems.

INITIATIVE 2.1: Deploy Telestaff system to automate officer time and attendance.
The Department is continually seeking new ways to improve police processes to maximize resources in operations. To automate and streamline time and attendance practices, MPD will deploy the Telestaff system that will allow card/biometric access, time/record keeping of all personnel, automation of leave request and ceiling limits, and tracking of personnel details and assignments. **Completion Date: September 30, 2015.**

⬤ *Performance Assessment Key:* **Partially Achieved.**
Due to data enhancements implemented in PeopleSoft by the Office of the Chief Technology Officer (OCTO), the Metropolitan Police Department (MPD) has delayed the deployment of the Telestaff system. The enhancement currently does not allow MPD to automatically transfer attendance and leave data to the Telestaff system, and both OCTO and MPD are working to address the issue. The two main components of the Telestaff system, which include the scheduler and timekeeper, track personnel details, assignments, and attendance. For the scheduler piece, MPD has completed a pilot project and training in the Sixth District. The timekeeper function has been designed, and a training module for officers was developed. MPD expects to implement a department-wide pilot for the scheduler piece and the timekeeper function in Fiscal Year 2016. Once completed, there will be greater efficiency in how MPD processes time and attendance and tracks personnel assignments.

INITIATIVE 2.2: Improve processing of field arrests and alternative release options for minor offenses.

Metropolitan Police Department   *FY 2015 Performance Accountability Report*
Government of the District of Columbia   *Published: January 2016*

4

Using non-custodial field arrests (criminal citations in lieu of custodial arrest) and alternative release options for arrestees can benefit the community, the Department, and arrestees. By using non-custodial field arrests, police officers will be able to spend more time on the street. Moreover, minor arrests will be able to be handled more expeditiously, allowing criminal justice resources to focus on serious and violent offenders. A new law, the *Post-Arrest Process Clarification Amendment Act of 2014*, is projected to become effective in December 2014. It will streamline some of the requirements and processes of arrest and release, allowing MPD and the criminal justice system to make it easier for officers to use non-custodial field arrests, while ensuring appropriate mechanisms are place to use the tools fairly and consistently with the public. **Completion Date: September 30, 2015.**

🟢 *Performance Assessment Key:* **Fully Achieved.**
With the enactment of the *Post-Arrest Process Clarification Amendment Act of 2014*, the Metropolitan Police Department (MPD) implemented several process and technological changes to improve handling of minor arrests. Through collaboration with the Office of the Attorney General, DC Superior Court, US Attorney's Office, and other District law enforcement agencies, a new *Notice to Appear in Court or Post and Forfeit Form* reflecting the changes in the law was developed and launched. Moreover, MPD is transforming the new form into a handout in all six Limited English Proficiency languages that will be shown during the arrest booking process to better inform arrestees of their rights. The information card has not been deployed yet due to a language translation error that the DC Superior Court is working to address. In addition, MPD is also in the process of redesigning the 61D arrest form to improve arrest processing documentation for non-custodial arrests. With the August 2015 implementation of MPD's new records management system (Cobalt), MPD has also made technological enhancements to make the process more efficient for officers and to improve data tracking. The next phase of enhancements in the record management system scheduled for FY16 will also ensure that the arresting officers are automatically notified if an arrestee does not report to a District station within 15 days after receiving a non-custodial arrest form.

Investigative Services Bureau

OBJECTIVE 1: Safeguard the District of Columbia and protect its residents and visitors.

INITIATIVE 1.1: Improve response to youth violence and recidivism by enhancing Youth Investigative Division's administrative and operational functions.
In an effort to improve response to youth violence and repeat arrests by juveniles, the Department will develop strategies to modernize and automate the administrative and operational functions of the Youth Investigative Division (YID). The enhancement will ensure information is shared internally as well as with the other law enforcement agencies in order to maximize the District's efforts to reduce youth violence. **Completion Date: September 30, 2015.**

Metropolitan Police Department   *FY 2015 Performance Accountability Report*
Government of the District of Columbia   *Published: January 2016*

5

🟢 *Performance Assessment Key:* **Fully Achieved.**

The Metropolitan Police Department (MPD) established the Major Recidivist Unit to enhance efforts to effectively adjudicate adults and juveniles who have a history of repeat arrests for violent crimes. The MPD's general papering rate for juvenile arrests is approximately 50 percent. In comparison, the cases adopted by the Major Recidivist Unit had a 95 percent paper rate during the fiscal year. To further improve response to youth violence and operational functions of the YID, MPD's Intelligence Division transferred the responsibility of conducting weekly youth violent crime prevention meetings to the YID and incorporated several changes. The meetings now focus on information sharing with our juvenile justice partner agencies with an emphasis on reducing juvenile retaliatory assaults. In FY15, there has been anecdotal evidence of a reduced number of post-school fights reported by the school resource officers, and fewer incidents of assaultive behavior by juveniles.

INITIATIVE 1.2: Establish a Financial and Cyber Crimes Unit within the Special Investigations Branch of the Criminal Investigations Division to investigate crimes facilitated in the cyber realm.

The Financial and Cyber Crimes Unit (FCCU) will be the primary unit within the MPD that will receive, review, and investigate allegations of crimes that are facilitated within a cyber environment. Additionally, the FCCU will partner with the Federal Bureau of Investigation's Cyber Division and the United States Secret Service's Electronic Crimes Task Force to receive training in the investigation of cyber crimes and to assist in the investigation of criminal allegations that have a multi-jurisdictional and/or international aspect. The FCCU's analytical support team will analyze and review local, national, and international trends in cyber crimes. Crime prevention information will be shared with the public through a variety of communication tools. The FCCU will also assist in developing and implementing internal policy and training. **Completion Date: September 30, 2015.**

🟢 *Performance Assessment Key:* **Fully Achieved.**

In FY15, the Financial and Cyber Crimes Unit (FCCU) assumed responsibility for oversight of the Department's cyber crime related investigations. All FCCU members completed the Federal Bureau of Investigation's Cyber Crime Academy classes and established a collaborative working relationship with the FBI's Cyber Division. In addition, three members have been deputized by the agency to serve as the subject matter experts in cyber crimes and have worked together with US Secret Service's Electronic Crime Task Force to investigate cyber crime cases with both multi-jurisdictional and international aspects. Due to partnership with our federal partners, MPD's capability to gather evidence to further investigations involving cyber crimes has greatly improved, and the efforts of FCCU have resulted in case closures, arrest warrants, and prosecution of criminal organizations that utilize cyber capabilities. MPD has also focused efforts in disseminating press releases and warning the public of activities and tactics used by criminals to acquire information for illegal purposes.

KEY PERFORMANCE INDICATORS- Investigative Services Bureau

	KPI	Measure[1]	FY 2014 YE Actual	FY 2015 YE Target	FY 2015 YE Revised Target	FY 2015 YE Actual	FY 2015 YE Rating	Budget Program
⬤	1.1	Clearance rate for homicides	70.5%	75.0%	75.0%	CY15 Data[2]	CY15 Data[2]	Investigative Services Bureau
⬤	1.2	Clearance rate for forcible rape	56.2%	70.0%	70.0%	CY15 Data[2]	CY15 Data[2]	Investigative Services Bureau
⬤	1.3	Clearance rate for robbery	20.1%	+5% or >[3]	23.6%	CY15 Data[2]	CY15 Data[2]	Investigative Services Bureau
⬤	1.4	Clearance rate for aggravated assault	46.7%	+5% or >[3]	49.0%	CY15 Data[2]	CY15 Data[2]	Investigative Services Bureau
⬤	1.5	Clearance rate for burglary	11.8%	+5% or >[3]	12.4%	CY15 Data[2]	CY15 Data[2]	Investigative Services Bureau
⬤	1.6	Clearance rate for larceny-theft	7.7%	+5% or >[3]	16.0%	CY15 Data[2]	CY15 Data[2]	Investigative Services Bureau
⬤	1.7	Clearance rate for motor vehicle theft	1.8%	+5% or >[3]	8.0%	CY15 Data[2]	CY15 Data[2]	Investigative Services Bureau

Homeland Security Bureau

OBJECTIVE 1: Safeguard the District of Columbia and protect its residents and visitors.

INITIATIVE 1.1: Reduce robberies, burglaries, and thefts by targeting criminal fencing operations.
MPD will enhance its effort to reduce robberies, burglaries, and thefts by designing a modern Fencing/Pawn Squad that targets criminal fencing operations. The unit will focus on identifying how stolen properties are fenced or re-sold on the black market. The squad will be responsible for identifying stolen properties from robberies, burglaries, and thefts and developing intelligence that can be used by patrol officers and detectives for prevention strategies and repeat offender identification. **Completion Date: September 30, 2015.**

⬤ *Performance Assessment Key:* **Fully Achieved.**

Metropolitan Police Department　　　　　　　　　　　*FY 2015 Performance Accountability Report*
Government of the District of Columbia　　　　　　　　　　　*Published: January 2016*

7

In FY15, MPD created the Fencing/Pawn Squad which has identified stolen properties and provided new leads and evidence for robberies, burglaries, and thefts. Some notable accomplishments by the Fencing/Pawn Squad included the recovery of $222,250 worth of stolen properties, a long term investigation resulting in the arrest of a pawn shop owner charged with a felony trafficking in stolen goods, and an arrest of 10 counts of theft of stolen auto which disrupted an automobile and copper theft ring that operated between November 2014 and February 2015. The Squad also trained 52 MPD personnel to use the Pawn Database, a record management system that requires all pawn shops and secondhand dealers to report electronics into MPD's database. The training has allowed more patrol officers and detectives to identify repeat offenders and potential leads in cases related to robberies, burglaries, and thefts. Due to the Squad's efforts, many victims of crimes in the District who presumed their belongings were lost had them returned, and pawn shops and secondhand dealers have been shown that they will be arrested if they purchase stolen goods and fail to report items they are taking in. Compliance with laws and regulations in place will continue to reduce property crimes and make it difficult for criminals to benefit from selling stolen goods.

INITIATIVE 1.2: Implement all recommendations from the Navy Yard After Action Report.
After the Navy Yard incident, the Department performed an extensive after-action analysis that reviewed the strengths and weaknesses of the police and emergency response; from the first 911 call through the subsequent investigation. MPD will ensure that all recommendations from the Navy Yard After Action Report are fully implemented. The goal will be to use the lessons learned to improve critical incident response capabilities, which includes improvements to our applicable policies, training, and equipment based on our assessment and the many lessons learned from our response. **Completion Date: September 30, 2015.**

Performance Assessment Key: **Fully Achieved.**
 The Metropolitan Police Department (MPD) has implemented the comprehensive list of recommendations from the Navy Yard After Action Report in order to improve the city's critical incident response capabilities. These recommendations covered a wide array of critical items within our policies, training, and equipment. All sworn members of the department have participated in additional training, including simulated active shooter response training at our Tactical Village complex and in real-world scenarios at other venues (military bases, schools, etc.). MPD has also participated in multi-agency training and simulated exercises, to include items such as critical incident response, Rescue Task Force training, and mass witness management. In addition, patrol members have participated in Tactical Emergency Casualty Care (TECC) training, and MPD procured 1,700 TECC kits in order for members to provide emergency medical care to injured officers or civilians in the first critical moments. In learning from our response to the Navy Yard, MPD has also procured radio ear pieces for all sworn members. The Department developed a new Critical Incident Response Vehicle which can rapidly respond to incidents. Furthermore, MPD has developed and updated numerous policies and procedures related to critical incident. Going forward, MPD members, along with other area law enforcement agencies and emergency responders, will continue to train

extensively for the possibility of an active shooter or other critical incident. The Department does so with the hope of never again having to respond to such a tragedy, but as the primary law enforcement agency for the District, MPD is acutely aware of the potential for such an incident to occur. The implementation of the recommendations stemming from our review of the Navy Yard shooting allows MPD to be even better prepared for responding to all types of critical incidents.

Support Services

OBJECTIVE 1: Safeguard the District of Columbia and protect its residents and visitors.

INITIATIVE 1.1: Enhance processes to identify and return stolen property, thereby disrupting black markets and criminal enterprises.
MPD will streamline the Department's databases that store information on recovered and stolen properties. The new database will allow cross referencing of properties against multiple Record Management Systems and identify whether a property was connected to a crime. The Department will also develop a process to search for a stolen property's serial number on Craigslist/eBay. The process of sharing photos and detail information of recovered properties to the public will also be improved through updating them on multiple social media platforms. **Completion Date: September 30, 2015.**

⬤ *Performance Assessment Key:* **Partially Achieved.**
In FY15, the Metropolitan Police Department's Pawn Unit began conducting weekly Craigslist searches to identify stolen properties. When a comparable item was identified, a member from the Pawn Unit contacted the complainant to see if there are identifying markings on the property. The Department has also begun utilizing the Regional Pawn Data Sharing System for Metropolitan Washington Council of Governments to expand searches for stolen items.

MPD currently utilizes multiple evidence management systems including Evidence on Q, Evidence.com, DIMS, Commander, and City Web to track and store data on evidence and properties. Although MPD's FY15 goal was to streamline the Department's evidence and record management databases to allow cross referencing of multiple systems to identify whether a property was connected to a crime, this project was delayed due to the implementation of a new records management system (Cobalt) in August 2015. MPD is currently working to include this capability during the future RMS enhancements.

OBJECTIVE 2: Provide the highest quality police service with integrity, compassion, and a commitment to innovation.

INITIATIVE 2.1: Implement a civilian employee orientation program.
Civilian employees are critical assets in supporting the mission of the Department. MPD will develop a civilian orientation program that will provide new civilian employees with details on the applicable MPD policies, processes, command structure, and other institutional

Metropolitan Police Department   *FY 2015 Performance Accountability Report*
Government of the District of Columbia   *Published: January 2016*

9

knowledge. New civilian supervisors will be provided with information on disciplinary process and labor agreements. **Completion Date: September 30, 2015.**

🟢 *Performance Assessment Key:* **Fully Achieved.**
In FY15, MPD developed a new monthly civilian employee orientation program that occurs at the Metropolitan Police Academy in conjunction with the sworn recruit orientation. The orientation program provides an overview of the agency including its command structure, policies, and processes along with presentations from the Information Technology and Equal Employment Opportunity units. Furthermore, the Human Resource Management Division introduced a new employee handbook which provides enhanced coverage of topics that impact civilian employees. In addition to introducing the Department's policies and procedures, the civilian employee orientation program has been successful because it has helped new employees to learn about the Department's culture and values so that they are better able to support the mission of the Department.

OBJECTIVE 3: Improve police service to the public through the integration of the Department's people, technology and business systems.

INITIATIVE 3.1: Implement the Dual Badge Graduate Certification Program.
In an effort to provide career advancement opportunities for sworn and civilian members, a joint academic graduate certificate program from the American University and George Washington University will be offered to a competitively selected cohort of 18-20 employees from MPD and other law enforcement agencies in the Washington Metropolitan area. Each course will combine theoretical and practical subject matter, giving special attention to high priority law enforcement topics. The 18-month program will begin in spring 2015.
Completion Date: September 30, 2015.

🟢 *Performance Assessment Key:* **Fully Achieved.**
In FY15, the Metropolitan Police Department (MPD) successfully developed the Dual Badge Graduate Certificate Program in partnership with the American University and George Washington University. The funding for the program has been approved, and the Department expects to provide scholarships to up to approximately 75 members. The first cohort will begin classes in FY16. Data will be monitored throughout the program to measure success of officer participation and retention.

INITIATIVE 3.2: Enhance the Department's disciplinary process.
To ensure that the internal disciplinary system is efficiently being used to address willful policy violations and misconduct, MPD will propose a strategy to reduce the use of Incident Summary numbers and administrative investigations when not necessary. The Department will also develop alternative discipline methods to correct performance issues as well as prepare for potential policy changes that will arise from the deployment of body cameras. **Completion Date: September 30, 2015.**

🟢 *Performance Assessment Key:* **Fully Achieved.**

In FY15, the Metropolitan Police Department (MPD) introduced multiple strategies to improve the Department's disciplinary process. First, the investigation form for minor disciplinary issues was shortened to make it more efficient for investigating officials. Second, the Department has been working to establish procedures for an education-based discipline program that re-educates members on proper department policies. The Department has completed a draft General Order on education-based discipline as of the end of the fiscal year. The education-based discipline, which will be implemented in FY16, will reduce time officers spend on suspension for minor infractions, build professional confidence in correcting minor disciplinary problems before they become serious, and keep officers on the street to maintain a uniform presence and reduce crime.

KEY PERFORMANCE INDICATORS: Support Services

🟢🟡🔴⚪	KPI	Measure	FY 2014 YE Actual	FY 2015 YE Target	FY 2015 YE Revised Target	FY 2015 YE Actual	FY 2015 YE Rating	Budget Program
🟢	3.1	Average court overtime hours per arrest	2.67	2.62	Not applicable	2.34	111.92%	Corporate Support Bureau
🟢	3.3	Average daily fleet availability	96.20%	95%	Not applicable	96.25%	101.32%	Corporate Support Bureau

Operations/ Agency Management

OBJECTIVE 1: Improve police service to the public through the integration of the Department's people, technology and business systems.

INITIATIVE 1.1: Develop a strategy to implement a pilot for police body cameras to reduce citizen complaints and officer misconduct.

MPD will develop a strategy to roll out a body camera pilot project that includes: procurement, analysis, distribution, policy, and training development. The focuses of the technology will be to reduce citizen complaints and officer misconduct as well as to improve documentation of serious uses of force and field supervision. **Completion Date: September 30, 2015.**

🟢 *Performance Assessment Key:* **Fully Achieved.**
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. In October 2014, the Department launched Phase I of the body-worn camera program, focusing on the selection of the best camera model for the members of the MPD. After evaluating five different models with a total of 400 cameras, MPD selected models provided by Taser that allow officers to annotate video in the field, without taking officers off the street.

Phase II of the body-worn camera program was launched on June 29, 2015. All of the cameras that had been tested in Phase I were exchanged for 400 of the selected model. These were distributed to the Fifth and Seventh Police Districts, with each receiving 200 new cameras. This deployment was designed by a team of national researchers who will analyze the impact of body-worn cameras on such issues as citizen complaints and use of force. The lessons and findings of this evaluation will benefit District residents, the MPD, and law enforcement agencies and communities across the country that are also considering the use of body-worn cameras.

INITIATIVE 1.2: Strengthen the Department's privacy management practices.
As technology and data collection tools continuously expand, state and local police departments must be cognizant of a range of current and emerging privacy issues. MPD's Chief Privacy Officer will develop strong privacy policies and ensure protocols are developed concurrently with the implementation of new tools and databases. The Privacy Officer will also strengthen the Department's current privacy management practices and work hand-in-hand with the various divisions, partner agencies, and subject matter experts to ensure a sound and prudent approach to privacy practices. **Completion Date: September 30, 2015.**

🟢 *Performance Assessment Key:* **Fully Achieved.**
The Metropolitan Police Department (MPD) accomplished this initiative by not only creating a new law enforcement privacy office and hiring its first dedicated Privacy Officer responsible for fully integrating strong privacy principles into both our daily operations and policy development. MPD's Privacy Officer is fully integrated in to the creation of MPD policies and procurement of technology. The Privacy Officer attends weekly meetings for various technologies employed by MPD and reviews all policies before they are finalized. Additionally, the Privacy Officer reviews proposals regarding new technology in order to provide a full privacy analysis as MPD explores and considers new tools and procedures. It is difficult to quantify privacy impacts, but the Privacy Officer has reviewed more than 20 MPD policies to ensure the appropriate privacy protections are considered and included. Additionally, the Privacy Officer is deeply involved in a number of critical technology projects, such as the body worn camera deployment, which have significant privacy implications. Our commitment to strong privacy principles results in policies and practices that include strong privacy protections for the public and people we serve. These privacy protections are memorialized

Metropolitan Police Department   *FY 2015 Performance Accountability Report*
Government of the District of Columbia   *Published: January 2016*

12

within our policies and procedures. The public will see a strong emphasis on privacy protections as it relates to the collection of sensitive information, retention and storage, and transparency. The Privacy Officer helps guide us through the challenge of balancing individual privacy and our commitment to transparency of operations.

**OBJECTIVE 2: Oversee the implementation of agency-wide priorities.**

INITIATIVE 2.1: Conduct agency sustainability assessment using OCA approved criteria developed by DDOE and OP in accordance with Mayor's Order 2013-209 (Sustainable DC Governance Goal 1, Action 1.2; Built Environment Goal 3).
Within one hundred twenty (120) days after the City Administrator approves sustainability assessment criteria developed jointly by the District Department of the Environment and the Office of Planning, each agency head subject to the authority of the mayor shall use the criteria to evaluate the sustainability of their respective operations in accordance with the requirements of Mayor's Order 2013-209, the Sustainable DC Transformation Order, and submit to his or her responsible Deputy Mayor and the Office of the City Administrator the results of the agency's internal assessment. **Completion Date: April 2015.**

🟢 *Performance Assessment Key:* **Fully Achieved.**
From April 8, 2015, to June 16, 2015, 121 managers from the District Government, including MPD, completed the District Sustainability Survey issued by the Department of Energy and the Environment and the Office of Planning. On August 19, 2015, all employees also received the opportunity to complete the assessment.

KEY PERFORMANCE INDICATORS- Operations and Agency Management
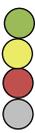
🟢🟡🔴⚪	KPI	Measure	FY 2014 YE Actual	FY 2015 YE Target	FY 2015 YE Revised Target	FY 2015 YE Actual	FY 2015 YE Rating	Budget Program
🟢	1.1	Percent change in DC Code Index property crime	8.4%	-5%	Not Applicable	-0.58%	77.10%	Agency Management
🔴	1.2	Percent change in DC Code Index violent crime	-9.20%	-5%	Not Applicable	0.50%	72.50%	Agency Management
⚪	1.4	Number of Homicides	105	10% reduction from	Not Applicable	CY15 Data	CY15 Data	Agency Management

				previous year			
🟢	1.5	Rate of sustained citizen allegations of police misconduct per 1,000 sworn members	14.6	2% reduction from previous year	Not Applicable	12.28	116.45%	Agency Management

WORKLOAD MEASURES – APPENDIX

WORKLOAD MEASURES 🔵

Measure Name	FY 2013 YE Actual	FY 2014 YE Actual	FY 2015 YE Actual	Budget Program
Number of arrests	40,876	42,384	36,003	Agency Management
Number of court overtime hours	126,723	113,193	84,281.50	Corporate Support Bureau
Number of non-court locally funded overtime hours	223,043	277,739	334,204	Corporate Support Bureau
Number of Explosive Ordinance Disposal Unit call outs for suspicious packages/vehicles & bomb threats[4]	219	257	195	Homeland Security Bureau
Number of CCTV recordings retrieved for investigations	1,009	1,202	1,371	Homeland Security Bureau
Number of vehicle crash fatalities	28	29	17	Homeland Security Bureau
Number of applications for firearm	1,195	1,236	1,628	Corporate Support Bureau

Metropolitan Police Department   *FY 2015 Performance Accountability Report*
Government of the District of Columbia   *Published: January 2016*

14

registrations processed for individuals (excludes security agencies and law enforcement officers)				
Number of police officers hired	300	269	281	Corporate Support Bureau

---

[1] The measure previously titled "Percent of motor vehicle thefts resolved" will no longer be tracked as of FY15 (approved by EOM).

[2] All clearance rates are reported on a <u>calendar year</u> basis consistent with national FBI reporting.

[3] Exceed by 5% the benchmark average clearance rate or previous year's actual, whichever is higher. The current year targets are set each October or November when the FBI releases the previous year's data.

[4] In October 2015, the measure previously titled "# of call outs for suspicious packages" was renamed to "# of Explosive Ordinance Disposal Unit call outs for suspicious packages/vehicles & bomb threats" for clarification purposes.