



**METROPOLITAN POLICE DEPARTMENT  
FY 2024 PERFORMANCE PLAN**

**DECEMBER 1, 2023**

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# 1 METROPOLITAN POLICE DEPARTMENT

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*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 2024 OBJECTIVES

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### Strategic Objective

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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.

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### 3 2024 OPERATIONS

Operation Title	Operation Description	Type of Operation
<b>Safeguard the District of Columbia and protect its residents and visitors.</b>		
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
<b>Provide the highest quality police service with integrity, compassion, and a commitment to innovation.</b>		
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 2024 STRATEGIC INITIATIVES

Title	Description	Proposed Completion Date
Community Walks	Strong community-police partnerships are critical to successful policing and public safety. Police and community members walking through a neighborhood together provides an opportunity to identify challenges and possible solutions together, strengthening these partnerships. In FY24, MPD will host weekly community walks in each district.	9/30/2024
Traffic Safety Checkpoints	As traffic fatalities are on the rise in DC and across the country, MPD in increasing traffic enforcement and education in support of the Mayor Bowser's Vision Zero initiative. In FY24, MPD will conduct two high-visibility Traffic Safety Compliance Checkpoints every month.	9/30/2024
Expand and Strengthen Employee Wellness Programming	The cumulative impact of exposure to violence throughout law enforcement careers is vicarious trauma and compassion fatigue. But a workforce that is grounded in principals of compassion and equity is better able to foster those values in its work with the community. MPD will hire two professional staff members to support wellness program delivery and expansion.	9/30/2024
Diverse and inclusive organizational culture	A strong DEI foundation can help to strengthen equity and cross-cultural understanding while combatting discrimination. This in turn fosters a positive working environment that supports retention as well as recruitment. MPD will hire four DEI managers and compliance and training specialists to help identify and implement DEI strategies and programs that also foster employee satisfaction and retention.	9/30/2024
Implement professional development initiatives for sworn and professional staff.	MPD will develop initiatives and trainings that support professional development for both sworn and professional staff, including the Police Leadership Academy and the Blue Courage training.	9/30/2024
Support the District in preparing for a successful 2025 World Pride	Work with the LGBTQIA+ community to develop an online refresher cultural competency training for all members to help prepare for a successful 2025 World Pride.	9/30/2024
Launch a Co-Response Team	Strengthen District response to individuals with chronic or crisis behavioral health needs by partnering with the Department of Behavioral Health to launch a Co-Response Team.	9/30/2024
Youth Programming	Reinvigorate the Officer Friendly program to strengthen connections with youth and families. This program will be centered around elementary aged youth and will involve a variety of educational programs including anti-bullying initiatives, interactive learning (role-playing/storytelling), conflict resolution, and safety education.	9/30/2024

Workforce Stabilization	MPD's Cadet Program provides an opportunity for young Washingtonians to earn an Associate's Degree and commit to a career at MPD, while creating more stable recruitment pipeline for the Department. In FY24, MPD will reach and maintain the target of 150 Cadets, focusing outreach in Wards 7 and 8, the areas in DC with the highest unemployment rate, with the goal of half of the Cadet Corps representing these communities.	9/30/2024
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## 5 2024 KEY PERFORMANCE INDICATORS AND WORKLOAD MEASURES

### Key Performance Indicators

Measure	Directionality	FY 2021	FY 2022	FY 2023	FY 2024 Target
<b>Safeguard the District of Columbia and protect its residents and visitors.</b>					
Percent change in DC Code Index violent crime	Down is Better	4.5%	-1%	21.8%	-5%
Percent change in DC Code Index property crime	Down is Better	-7.8%	-0.7%	17.7%	-5%
Clearance rate for robbery	Up is Better	32.1%	35.1%	Not Available	No Target Set
Clearance rate for aggravated assault	Up is Better	53.3%	57.1%	Not Available	No Target Set
Clearance rate for burglary	Up is Better	28.4%	29.9%	Not Available	No Target Set
Clearance rate for larceny-theft	Up is Better	8.7%	16.4%	Not Available	No Target Set
Clearance rate for motor vehicle theft	Up is Better	8.6%	6.6%	Not Available	No Target Set
Clearance rate for homicides	Up is Better	66.8%	61.6%	Not Available	75%
Clearance rate for forcible rape	Up is Better	64.9%	66.5%	Not Available	70%
Percent change in the number of homicides (calendar year)	Down is Better	-85.9%	Not Available	Not Available	-10%
<b>Improve police service to the public through the integration of the Department's people, technology, and business systems.</b>					
Average daily fleet availability	Up is Better	96.3%	95.4%	95.5%	95%
Average court overtime hours per arrest	Down is Better	0.22	0.8	1.49	1.7

Workload Measures

Measure	FY 2021	FY 2022	FY 2023
<b>Patrol Services</b>			
Number of MPD arrests	17,524	16,521	16,295
<b>Special Operations</b>			
Number of vehicle crash fatalities	38	34	48
Number of Explosive Ordinance Disposal Unit call outs for suspicious packages/vehicles and bomb threats	93	55	70
<b>Tactical Information</b>			
Number of CCTV recordings retrieved for investigations	3,902	4,873	6,017
<b>Court Liaison</b>			
Number of court overtime hours	3,802	12,626	24,214
Number of non-court locally funded overtime hours	269,581	430,374	574,058
<b>Human Resource Management</b>			
Number of police officers hired	103	254	193
<b>Records</b>			
Number of applications for firearm registrations processed for individuals (excludes security agencies and law enforcement officers)	6,909	7,472	8,220