



METROPOLITAN POLICE DEPARTMENT

FY 2024 PERFORMANCE ACCOUNTABILITY REPORT

JANUARY 15, 2025

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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 2024 ACCOMPLISHMENTS

Accomplishment	Impact on Agency	Impact on Residents
The District of Columbia is demonstrably safer now after significant success in driving down violent crime. When compared to FY23, FY24 ended with double-digit decreases in overall violent crime (-21%), homicides (-22%), assaults with a dangerous weapon (-21%), and robberies (-22%). Sex abuse also decreased 5%.	MPD's primary mission is to ensure that people in the city are safe and feel safe. In addition, lower crime reduces strain on the workforce, improves relations with the community, and, as a result, helps members to feel proud of their work and the agency.	All residents of and visitors to the District of Columbia benefit from a safer environment, which supports a thriving, vibrant city. Community members are valuable partners in our safety efforts.
In FY24, MPD launched a state-of-the-art RTCC which assists officers on the scene of critical incidents by collecting and analyzing information from various sources to enhance situational awareness, facilitate decision-making, and improve the efficiency of crime prevention and response. The RTCC is able to leverage other key technology investments to amplify their impact. In FY24, that included the purchase of a replacement helicopter and the launch of a new drone program, both of which provide critical support in situations where "eyes in the sky" help ensure a safe resolution for all.	The RTCC is able to monitor crime and disorder in real time to ensure that the right resources are deployed quickly, supporting officer safety as well as faster apprehensions of suspects. In its first 8 months, the RTCC assisted in nearly 13,000 calls for service. The new helicopter supports enhanced maneuverability, increased fuel efficiency, and improved performance in adverse weather conditions. Drones support responses to critical incidents such as searching for missing persons, tracking dangerous suspects who are attempting to evade law enforcement, and executing high-risk warrants.	Residents have benefited from increased safety resulting from the technologically-driven RTCC operations. The RTCC supports patrol and specialized units within MPD, contributing to quick arrests of homicide, carjacking, and other violent crime suspects. The Air Support Unit has been especially critical in tracking carjacked vehicles, which has led to the quick arrests of suspects and success in reducing carjackings. In FY24, carjackings decreased 32%.
MPD's inaugural Women's Conference, held in March of 2024, was a transformative event designed to empower and inspire women in their personal and professional lives. Almost 500 attendees engaged in workshops, discussions, and networking opportunities.	MPD attendees were able to learn from presenters and other attendees, and bring new ideas and energy to their work. In turn, this helps to make MPD more attractive for female recruits. MPD is committed to supporting the 30 x 30 initiative, an effort to have women represent 30% of police recruits by the year 2030. As of November 2024, 35% of recruits were women. Overall, 24% of sworn members are women, about twice as high as the national average. MPD's Cadet Corps, the foundation for future recruits, is 43% female.	Women in law enforcement can serve as role models for young girls and inspire them to pursue policing as a career. A visible presence of women in law enforcement challenges stereotypes and promotes a more inclusive environment for all residents, especially women experiencing domestic violence or sexual assault.

3 2024 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 2024 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.
Violent Crime Suppression: Daily Service	Provides proactive criminal enforcement services so that citizens can live in neighborhoods free from illegal guns and drug-related crime.
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 2024 STRATEGIC INITIATIVES

In FY 2024, Metropolitan Police Department had 9 Strategic Initiatives and completed 77.7777778%.

Title	Description	Update
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.	Completed to date: 75-99% As of the end of Q4, 1 DEI specialist is in the final stages of the background process. Interviews are being scheduled to backfill the vacant DEI manager position. During FY24, 3 of the 4 positions were filled. Three of the four employees were hired.
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.	Completed to date: 75-99% As of the end of Q4, 120 cadets were enrolled in the program with 66% being residents of Wards 7 & 8. As of the end of FY24, 120 of the goal of 150 cadets were enrolled.
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.	Completed to date: Complete Interviews were conducted during Q4 to fill the position that was vacated due to an internal promotion in Q3. This hire will onboard in Q1 of FY25 and will result in a total of five full-time professional staff members in the Employee Well-Being Office, two of whom were hired in FY24.

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.	Completed to date: Complete Cohort 4 of the Police Leadership Academy (PLA) will begin at the end of Q4 and extend into Q1 of FY25. This cohort will be attended by 75 participants, 21 of which will be from MPD.
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.	Completed to date: Complete During Q4, a total of 79 community walks were hosted during the 13 weeks in the quarter. Several walks were cancelled due to heat advisory warnings. The walks were coordinated by the District Outreach Teams and included participants such as residents, civic associations, and various government partners including MOCRS, ANC, SBH, DPW, DPR, CSOSA, and the OAG.
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.	Completed to date: Complete A draft training is complete, with additional information to be included as planning proceeds. The training is expected to be provided in April or May of 2025, so it includes more specific information for the May-June event.
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.	Completed to date: Complete During Q4, the COR team responded to 535 behavioral health-related calls for service resulting in 284 unique contacts with mental health consumers. These interactions resulted in 6 arrests. The team has had no uses of force in FY24. The team was awarded a unit citations for their outstanding crisis management, safety de-escalating armed suspects, connecting individuals with services, and conducting follow-up work.
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.	Completed to date: Complete During Q4, a total of 35 presentations to 11 schools were given. Officer Friendly's mascot, Badger Bear, has been integrated into the program. Badger Bear made visits to schools that were offering summer programming teaching safety, the importance of reading, and good behavior.

Traffic Safety
Checkpoints

As traffic fatalities are on the rise in DC and across the country, MPD is 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.

Completed to date: Complete
Nine Traffic Safety Compliance Checkpoints were conducted in Q4: two in July, five in August, and two in September, meeting the goal of two checkpoints per month. The checkpoints were conducted in 2D, 3D, 4D, 5D, 6D, and 7D. A total of 544 NOIs were issued, 19 arrests were made, and 9 child safety seats were installed.

6 2024 KEY PERFORMANCE INDICATORS AND WORKLOAD MEASURES

Key Performance Indicators

Measure	Directionality	FY 2022	FY 2023	FY 2024 Q1	FY 2024 Q2	FY 2024 Q3	FY 2024 Q4	FY 2024	FY 2024 Target	Was 2024 KPI Met?	Explanation of Unmet KPI
Safeguard the District of Columbia and protect its residents and visitors.											
Clearance rate for forcible rape	Up is Better	66.5%	70%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Waiting on Data	70%		
Percent change in DC Code Index violent crime	Down is Better	-1%	21.8%	39.5%	-19.7%	-35.1%	-43.7%	-20.9%	-5%	Met	
Percent change in DC Code Index property crime	Down is Better	-0.7%	17.7%	19.1%	-12.1%	-16.2%	-11.2%	-6.9%	-5%	Met	
Percent change in the number of homicides (calendar year)	Down is Better	Not Available	35%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Waiting on Data	-10%		
Clearance rate for robbery	Up is Better	35.1%	27%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Waiting on Data	28.4%		
Clearance rate for aggravated assault	Up is Better	57.1%	51%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Waiting on Data	53.6%		
Clearance rate for burglary	Up is Better	29.9%	31%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Waiting on Data	32.6%		
Clearance rate for larceny-theft	Up is Better	16.4%	12%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Waiting on Data	12.1%		
Clearance rate for motor vehicle theft	Up is Better	6.6%	2%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Waiting on Data	2.1%		
Clearance rate for homicides	Up is Better	61.6%	52%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	Waiting on Data	75%		
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%	93.6%	91.7%	93.3%	92.5%	92.8%	95%	Nearly Met	MPD has a new contract for fleet services which has resulted in changes to service delivery.

Key Performance Indicators (continued)

Measure	Directionality	FY 2022	FY 2023	FY 2024 Q1	FY 2024 Q2	FY 2024 Q3	FY 2024 Q4	FY 2024	FY 2024 Target	Was 2024 KPI Met?	Explanation of Unmet KPI
Average court overtime hours per arrest	Down is Better	0.8	1.49	Annual Measure	Annual Measure	Annual Measure	Annual Measure	1.36	1.42	Met	
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%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	45.4%	-	-	
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%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	22.2%	-	-	
Percent of employees that are District residents	Up is Better	New in 2023	22.1%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	22.7%	-	-	
Percent of required contractor evaluations submitted to the Office of Contracting and Procurement on time.	Up is Better	New in 2023	22.7%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	8.7%	-	-	
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	New in 2023	Annual Measure	Annual Measure	Annual Measure	Annual Measure	40%	-	-	

Workload Measures

Measure	FY 2022	FY 2023	FY 2024 Q1	FY 2024 Q2	FY 2024 Q3	FY 2024 Q4	FY 2024
Patrol Services							
Number of MPD arrests	16,521	16,295	4,611	5,105	5,465	5,509	20,690
Special Operations							
Number of Explosive Ordinance Disposal Unit call outs for suspicious packages/vehicles and bomb threats	55	70	16	12	7	17	52
Number of vehicle crash fatalities	34	48	14	13	13	13	53
Tactical Information							
Number of CCTV recordings retrieved for investigations	4,873	6,017	1,867	1,736	1,831	2,060	7,494
Court Liaison							
Number of court overtime hours	12,626	24,214	Annual Measure	Annual Measure	Annual Measure	Annual Measure	28,255
Number of non-court locally funded overtime hours	430,374	574,058	Annual Measure	Annual Measure	Annual Measure	Annual Measure	981,656
Human Resource Management							
Number of police officers hired	254	193	67	50	43	49	209
Records							
Number of applications for firearm registrations processed for individuals (excludes security agencies and law enforcement officers)	7,472	8,220	2,454	1,924	2,162	1,703	8,243