



OFFICE OF THE DEPUTY MAYOR FOR PUBLIC SAFETY AND JUSTICE FY 2025 PERFORMANCE PLAN

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1 INTRODUCTION

This document presents the Fiscal Year 2025 Performance Plan for the Office of the Deputy Mayor for Public Safety and Justice.

This Performance Plan is the first of two agency performance documents published each year. The Performance Plan is published twice annually – preliminarily in March when the Mayor’s budget proposal is delivered, and again at the start of the fiscal year when budget decisions have been finalized. A companion document, the Performance Accountability Report (PAR), is published annually in January following the end of the fiscal year. Each PAR assesses agency performance relative to its annual Performance Plan.

Performance Plan Structure: Performance plans are comprised of agency Objectives, Administrative Structures (such as Divisions, Administrations, and Offices), Activities, Projects and related performance measures. The following describes these plan components, and the types of performance measures agencies use to assess their performance.

Objectives: Objectives are statements of the desired benefits that are expected from the performance of an agency’s mission. They describe the goals of the agency.

Administrative Structures: Administrative Structures represent the organizational units of an agency, such as Departments, Divisions, or Offices.

Activities: Activities represent the programs and services an agency provides. They reflect what an agency does on a regular basis (e.g., processing permits).

Projects: Projects are planned efforts that end once a particular outcome or goal is achieved.

Measures: Performance Measures may be associated with any plan component, or with the agency overall. Performance Measures can answer broad questions about an agency’s overall performance or the performance of an organizational unit, a program or service, or the implementation of a major project. Measures can answer questions like “How much did we do?”, “How well did we do it?”, “How quickly did we do it?”, and “Is anyone better off?” as described in the table below. Measures are printed throughout the Performance Plan, as they may be measuring an objective, an administrative structure, an activity, or be related to the agency performance as a whole.

Measure Type	Measure Description	Example
Quantity	Quantity measures assess the volume of work an agency performs. These measures can describe the inputs (e.g., requests or cases) that an agency receives or the work that an agency completes (e.g., licenses issued or cases closed). Quantity measures often start with the phrase “Number of...”.	“Number of public art projects completed”
Quality	Quality measures assess how well an agency’s work meets standards, specifications, resident needs, or resident expectations. These measures can directly describe the quality of decisions or products or they can assess resident feelings, like satisfaction.	“Percent of citations issued that were appealed”

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Measure Type	Measure Description	Example
Efficiency	Efficiency measures assess the resources an agency used to perform its work and the speed with which that work was performed. Efficiency measures can assess the unit cost to deliver a product or service, but typically these measures assess describe completion rates, processing times, and backlog.	"Percent of claims processed within 10 business days"
Outcome	Outcome measures assess the results or impact of an agency's work. These measures describe the intended ultimate benefits associated with a program or service.	"Percent of families returning to homelessness within 6-12 months"
Context	Context measures describe the circumstances or environment that the agency operates in. These measures are typically outside of the agency's direct control.	"Recidivism rate for 18-24 year-olds"
District-wide Indicators	District-wide indicators describe demographic, economic, and environmental trends in the District of Columbia that are relevant to the agency's work, but are not in the control of a single agency.	"Area median income"

Agencies set targets for most performance measures before the start of the fiscal year. Targets may represent goals, requirements, or national standards for a performance measure. Agencies strive to achieve targets each year, and agencies provide explanations for targets that are not met at the end of the fiscal year in the subsequent Performance Accountability Report. Not all measures are associated with a target. For example, newly added measures do not require targets for the first year, as agencies determine a data-informed benchmark. Additionally, change in some quantity or context measures and District-wide indicators may not indicate better or worse performance, but are "neutral" measures of demand or input, or are outside of the agency's direct control. In some cases the relative improvement of a measure over a prior period is a more meaningful indicator than meeting or exceeding a particular numerical goal, so a target is not set.

2 OFFICE OF THE DEPUTY MAYOR FOR PUBLIC SAFETY AND JUSTICE OVERVIEW

Mission: The mission of the Office of the Deputy Mayor for Public Safety and Justice is to provide direction, guidance, support, and coordination to the District's public safety agencies, and to develop and lead interagency public safety initiatives that improve the quality of life in the District's neighborhoods.

Summary of Services: The Office of Deputy Mayor for Public Safety and Justice was created in January 2011 to provide guidance, support, and coordination of public safety and justice agencies of the District.

Objectives:

1. Foster collaboration and coordination among District agencies, federal agencies, neighboring jurisdictions, and private sector partners to achieve District goals.
2. Provide direction, guidance, and oversight of public safety agencies to enhance safety and reduce crime in the District.
3. Efficient, Transparent, and Responsive Government.

Activities:

1. Policy recommendations
2. Oversight of public safety agencies operations
3. Co-produce public safety strategies with District and federal partners and neighboring jurisdictions
4. Meetings with agency directors and chiefs
5. Assist agencies with getting through roadblocks impeding their ability to carry out their mission effectively
6. Freedom of Information Act (FOIA) requests
7. Performance plans
8. Regular budget and performance meetings
9. Oversight of the Safe Passage Program
10. Policy and Legislation
11. Oversight of the Safe Commercial Corridors Program
12. Oversight of the local non-profit security grant program
13. Oversight of programs impacting youth safety in the District

3 OBJECTIVES

3.1 FOSTER COLLABORATION AND COORDINATION AMONG DISTRICT AGENCIES, FEDERAL AGENCIES, NEIGHBORING JURISDICTIONS, AND PRIVATE SECTOR PARTNERS TO ACHIEVE DISTRICT GOALS.

Our partnerships represent an important piece of our public safety ecosystem. Our office works to support and grow these partnerships.

Related Measures	Measure Type	Directionality	FY2023	FY2024	FY2025 Target
Number of community meetings attended	Quantity	Up is Better	118	214	200
Percent of PSJ agencies engaged in cross-cluster joint initiatives	Outcome	Up is Better	100%	100%	100%
Number of cross-cluster interagency initiatives supported	Quantity	Up is Better	6	6	6
Number of meetings attended with federal and/or neighboring jurisdiction partners	Quantity	Up is Better	73	98	75

3.2 PROVIDE DIRECTION, GUIDANCE, AND OVERSIGHT OF PUBLIC SAFETY AGENCIES TO ENHANCE SAFETY AND REDUCE CRIME IN THE DISTRICT.

By providing direction, guidance, and oversight of public safety agencies, our Office aims to make sure all components of our public safety ecosystem work together to enhance safety and reduce crime in the District.

Related Measures	Measure Type	Directionality	FY2023	FY2024	FY2025 Target
Percent of cluster agencies that "Met" or "Almost Met" 75 percent of fiscal year KPIs	Outcome	Up is Better	66.67%	N/A	66.67%
Percent of cluster agencies that almost or fully (at least 75 percent complete) achieved 75 percent of fiscal year strategic initiatives	Outcome	Up is Better	50%	N/A	50%
Percent of cluster agencies that submit quarterly updates in Quickbase on time	Outcome	Up is Better	16.67%	16.67%	84%
Number of Safe Passage, Safe Blocks grants distributed	Quantity	Neutral	New in 2025	New in 2025	New in 2025

(continued)

Related Measures	Measure Type	Directionality	FY2023	FY2024	FY2025 Target
Number of middle school students enrolled in OLA programming during school year	Quantity	Up is Better	New in 2025	New in 2025	New in 2025
Number of high school students enrolled in OLA programming during school year	Quantity	Up is Better	New in 2025	New in 2025	New in 2025
Number of local non-project security grants distributed to organizations to improve and increase the physical/cyber security and facility/target hardening of nonprofit organizations' facilities	Quantity	Up is Better	New in 2025	New in 2025	New in 2025
Number of quarterly reports submitted by organizations detailing their grant activities for the non-profit security grant program	Quantity	Neutral	New in 2025	New in 2025	New in 2025
Number of annual reports submitted by organizations upon completion of their grant program activities for the non-profit security grant program	Quantity	Neutral	New in 2025	New in 2025	New in 2025

3.3 EFFICIENT, TRANSPARENT, AND RESPONSIVE GOVERNMENT.

Create and maintain a highly efficient, transparent, and responsive District government.

Related Measures	Measure Type	Directionality	FY2023	FY2024	FY2025 Target
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	Outcome	Up is Better	NA	N/A	No Target Set
Percent of employees that are District residents	Outcome	Up is Better	66.67%	59.09%	No Target Set

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Related Measures	Measure Type	Directionality	FY2023	FY2024	FY2025 Target
Percent of FOIA requests processed without an extension	Efficiency	Up is Better	96.60%	100%	100%
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	Outcome	Up is Better	33.33%	40%	No Target Set
Percent of new hires that are District residents	Outcome	Up is Better	66.67%	No data available	No Target Set
Percent of required contractor evaluations submitted to the Office of Contracting and Procurement on time	Outcome	Up is Better	No incidents	No incidents	No Target Set

4 ACTIVITIES

4.1 OVERSIGHT OF THE SAFE PASSAGE PROGRAM

DMPSJ oversees the day-to-day management of the Safe Passage Program focused on ensuring students can get to and from school safely.

Related Measures	Measure Type	Directionality	FY2023	FY2024	FY2025 Target
Number of Safe Passage partner locations visited per quarter to monitor operations for program compliance and create Site Visit Reports	Quantity	Up is Better	New in 2024	270	160
Number of Safe Passage trainings delivered to Safe Passage Ambassadors	Quantity	Up is Better	New in 2024	11	9
Number of Priority Area Unusual Incidents reported	Quantity	Neutral	New in 2024	502	*

*Specific targets are not set for this measure

4.2 OVERSIGHT OF PROGRAMS IMPACTING YOUTH SAFETY IN THE DISTRICT

DMPSJ oversees several programs and agencies with direct roles in youth safety. Oversight of these programs is an important part of the public safety ecosystem.

Related Measures	Measure Type	Directionality	FY2023	FY2024	FY2025 Target
Number of middle school students enrolled in OLA programming during school year	Quantity	Up is Better	New in 2025	New in 2025	New in 2025
Number of high school students enrolled in OLA programming during school year	Quantity	Up is Better	New in 2025	New in 2025	New in 2025

4.3 CO-PRODUCE PUBLIC SAFETY STRATEGIES WITH DISTRICT AND FEDERAL PARTNERS AND NEIGHBORING JURISDICTIONS

Cross collaborate with other public safety and related agencies both inside and outside the District.

Related Measures	Measure Type	Directionality	FY2023	FY2024	FY2025 Target
Number of cross-cluster interagency initiatives supported	Quantity	Up is Better	6	6	6
Number of meetings attended with federal and/or neighboring jurisdiction partners	Quantity	Up is Better	73	98	75

4.4 OVERSIGHT OF THE SAFE COMMERCIAL CORRIDORS PROGRAM

DMPSJ oversees the day-to-day management of the Safe Commercial Corridors Grant Program which promotes public safety and public health through evidence-based activities for residents, workers, and visitors.

Related Measures	Measure Type	Directionality	FY2023	FY2024	FY2025 Target
Number of annual reports submitted by organizations upon completion of their grant program activities	Quantity	Neutral	New in 2025	New in 2025	New in 2025
Number of grants distributed to organizations to promote public safety and public health through evidence-based activities for residents, workers, and visitors in the District	Quantity	Neutral	New in 2025	New in 2025	New in 2025
Number of quarterly reports submitted by organizations detailing their grant activities	Quantity	Neutral	New in 2025	New in 2025	New in 2025

4.5 POLICY AND LEGISLATION

DMPSJ assists and provides guidance to agencies with regards to legislation and regulation changes.

Related Measures	Measure Type	Directionality	FY2023	FY2024	FY2025 Target
Number of proposed legislation introduced by DMPSJ and/or its agencies	Quantity	Neutral	3	2	*
Number of proposed regulations introduced by DMPSJ and/or its agencies	Quantity	Neutral	New in 2025	New in 2025	New in 2025
Number of proposed rules introduced by DMPSJ and/or its agencies	Quantity	Neutral	New in 2025	New in 2025	New in 2025

*Specific targets are not set for this measure

4.6 REGULAR BUDGET AND PERFORMANCE MEETINGS

DMPSJ holds regular budget and performance review meetings as needed to analyze actual financial and agency performance compared to projected budget and agency performance plans, to ensure compliance with budget requirements and performance standards.

No Related Measures

4.7 PERFORMANCE PLANS

DMPSJ creates, maintains, and monitors performance plans that reflect the policies and procedures of the office and the duties each employee performs.

No Related Measures

4.8 FREEDOM OF INFORMATION ACT (FOIA) REQUESTS

DMPSJ responds to all FOIA requests in a prompt and timely manner.

Related Measures	Measure Type	Directionality	FY2023	FY2024	FY2025 Target
Number of FOIA extensions requested	Efficiency	Down is Better	1	No incidents	*
Number of FOIA requests processed	Quantity	Up is Better	28	8	*

*Specific targets are not set for this measure

4.9 ASSIST AGENCIES WITH GETTING THROUGH ROADBLOCKS IMPEDING THEIR ABILITY TO CARRY OUT THEIR MISSION EFFECTIVELY

DMPSJ assists agencies with issues they are facing by convening meetings, offering advice, writing correspondence, and other means of support.

No Related Measures

4.10 MEETINGS WITH AGENCY DIRECTORS AND CHIEFS

DMPSJ provides various forums, including one-on-one meetings with directors and cluster meetings, for agency directors to voice concerns, share opinions, ask advice, and share ideas.

No Related Measures

4.11 OVERSIGHT OF PUBLIC SAFETY AGENCIES OPERATIONS

DMPSJ examines current agency policies on a continuing basis to enhance the effectiveness and responsiveness of those programs.

Related Measures	Measure Type	Directionality	FY2023	FY2024	FY2025 Target
Number of media interviews	Quantity	Neutral	25	41	*
Number of one-on-one meetings held with agency directors	Quantity	Up is Better	156	N/A	*
Number of press conferences hosted/supported	Quantity	Neutral	37	34	*
Number of public safety and justice cluster meetings	Outcome	Up is Better	6	5	6
Number of times testifying in front of DC Council and/or Congress	Quantity	Neutral	12	9	*

*Specific targets are not set for this measure

4.12 POLICY RECOMMENDATIONS

DMPSJ recommends policies and programs using data evidence and best practices to promote public safety and justice in the District.

No Related Measures

4.13 OVERSIGHT OF THE LOCAL NON-PROFIT SECURITY GRANT PROGRAM

DMPSJ oversees the day-to-day management of the local non-profit security grant program to enhance the security and safety at the physical site(s) of a nonprofit organization located in the District of Columbia.

Related Measures	Measure Type	Directionality	FY2023	FY2024	FY2025 Target
Number of local non-project security grants distributed to organizations to improve and increase the physical/cyber security and facility/target hardening of nonprofit organizations' facilities	Quantity	Up is Better	New in 2025	New in 2025	New in 2025
Number of quarterly reports submitted by organizations detailing their grant activities for the non-profit security grant program	Quantity	Neutral	New in 2025	New in 2025	New in 2025

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Related Measures	Measure Type	Directionality	FY2023	FY2024	FY2025 Target
Number of annual reports submitted by organizations upon completion of their grant program activities for the non-profit security grant program	Quantity	Neutral	New in 2025	New in 2025	New in 2025

5 PROJECTS

5.1 RE-IMAGINE PLACE-BASED SERVICES PROVIDED TO DISTRICT YOUTH

Proposed Completion Date: March 31, 2025

During FY25, DMSPJ will reimagine the District's place-based services (formerly known as OLA) as a data driven and place-based program to complement Connected Schools and ONSE Violence Intervention initiatives by focusing on using existing DC Government data to identify youth for enrollment and provide afterschool programming, individualized resource-connection and case management, employment support, and mentorship to such youths.

5.2 MULTIAGENCY AND CROSS CLUSTER COORDINATION

Proposed Completion Date: June 30, 2025

During FY25, DMPSJ will continue to lead the coordination, strategic and operational support needed to support crime reduction in the District through the day-to-day management of multiagency nightlife taskforce, multiagency public safety taskforce, Safety Go Team activations, resource pop-ups, Peace Walks, and when necessary public safety walks.

5.3 ESTABLISHMENT OF STANDARD OPERATING PROCEDURES AND POLICIES FOR DMPSJ PROGRAMS

Proposed Completion Date: September 30, 2025

In FY25, DMPSJ will develop standard operating procedures along with policies for its programs to establish uniformity for implementation and evaluation.