



METROPOLITAN POLICE DEPARTMENT PROPOSED FY 2025 PERFORMANCE PLAN

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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 PROPOSED 2025 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.

3 PROPOSED 2025 OPERATIONS

Operation Title	Operation Description	Type of Operation
Safeguard the District of Columbia and protect its residents and visitors.		
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
Provide the highest quality police service with integrity, compassion, and a commitment to innovation.		
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 PROPOSED 2025 KEY PERFORMANCE INDICATORS AND WORKLOAD MEASURES

Key Performance Indicators

Measure	Directionality	FY 2022	FY 2023	FY 2024 Target	FY 2025 Target
Safeguard the District of Columbia and protect its residents and visitors.					
Percent change in DC Code Index violent crime	Down is Better	-1%	21.8%	-5%	-5%
Percent change in DC Code Index property crime	Down is Better	-0.7%	17.7%	-5%	-5%
Clearance rate for robbery	Up is Better	35.1%	Not Available	No Target Set	Not Yet Available
Clearance rate for aggravated assault	Up is Better	57.1%	Not Available	No Target Set	Not Yet Available
Clearance rate for burglary	Up is Better	29.9%	Not Available	No Target Set	Not Yet Available
Clearance rate for larceny-theft	Up is Better	16.4%	Not Available	No Target Set	Not Yet Available
Clearance rate for motor vehicle theft	Up is Better	6.6%	Not Available	No Target Set	Not Yet Available
Clearance rate for homicides	Up is Better	61.6%	Not Available	75%	75%
Clearance rate for forcible rape	Up is Better	66.5%	Not Available	70%	70%
Percent change in the number of homicides (calendar year)	Down is Better	Not Available	Not Available	-10%	-10%
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%	95%	95%
Average court overtime hours per arrest	Down is Better	0.8	1.49	1.7	2
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%	No Target Set	No Target Set
Percent of employees that are District residents	Up is Better	New in 2023	22.1%	No Target Set	No Target Set
Percent of required contractor evaluations submitted to the Office of Contracting and Procurement on time.	Up is Better	New in 2023	22.7%	No Target Set	No Target Set
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%	No Target Set	No Target Set

Key Performance Indicators (*continued*)

Measure	Directionality	FY 2022	FY 2023	FY 2024 Target	FY 2025 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.	Up is Better	New in 2023	Not Available	No Target Set	No Target Set

Workload Measures

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