

Performance Management- Employee Performance Plan Completion	✓				Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017
--	---	--	--	--	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------

2017 Operations

Operations Header	Operations Title	Operations Description	Type of Operations
1 - Resolve police misconduct complaints in an impartial, timely, and professional manner (5 Activities)			
INVESTIGATION	Conduct monthly case reviews with investigators		Daily Service
INVESTIGATION	Manage and monitor complaint examiner compliance	Merit determination should be completed within 120 days from assignment.	Daily Service
TRAINING AND EMPLOYEE DEVELOPMENT	Conduct complaint examiner In-Service Training	This will be a new operations for FY17	Key Project
TRAINING AND EMPLOYEE DEVELOPMENT	Investigator participating in continual professional development		Key Project
INVESTIGATION	NEAR Act Compliance		Key Project
2 - Promote positive community-police interactions through public education and awareness. (2 Activities)			
OUTREACH	Communicate with civic groups, government organizations, schools, advisory boards, etc. to schedule outreach events		Daily Service
OUTREACH	Communicate with a wide range of organizations, government agencies, social service providers, neighborhood associations, and advocacy groups to create partnerships		Daily Service
3 - Enhance OPCs mission to improve public confidence and community trust (3 Activities)			
POLICY RECOMMENDATION	Review all OPC complaints received to determine trends and/or patterns		Daily Service
POLICY RECOMMENDATION	Research policing best practices		Daily Service
POLICY RECOMMENDATION	Conduct regular meetings with MPD leadership to discuss policy change recommendations		Daily Service

2017 Workload Measures

Measure	New Measure/ Benchmark Year	Add Historical and Target Data (FY17)	Numerator Title	Units	Frequency of Reporting	FY 2014	FY 2015	FY 2016 Actual
1 - Conduct monthly case reviews with investigators (1 Measure)								
Number of meetings held	✓		Number of meetings held	Number of meetings held	Quarterly	Not available	Not available	New Measure
1 - Investigator participating in continual professional development (4 Measures)								
Number of presentations completed	✓		Number of presentations completed	Number of presentations completed	Quarterly	Not available	Not available	New Measure
Number of new investigators attending Reid Training	<input type="checkbox"/>		Number of new investigators attending Reid Training	Investigators	Quarterly	Not available	Not available	2
Number of investigators attending annual MPD professional development training	<input type="checkbox"/>		Number of investigators attending annual MPD professional development training	Investigators	Quarterly	Not available	Not available	10
Number of investigators attending at least 2 external training sessions	<input type="checkbox"/>		Number of investigators attending at least 2 external training sessions	Investigators	Quarterly	Not available	Not available	10
1 - Manage and monitor complaint examiner compliance (1 Measure)								
Number of complaint examiner decisions processed	<input type="checkbox"/>		Number of complaint examiner decisions processed	decisions	Quarterly	Not available	Not available	30

2 - Communicate with a wide range of organizations, government agencies, social service providers, neighborhood associations, and advocacy groups to create partnerships (1 Measure)								
Number of community partnerships created	<input type="checkbox"/>		Number of community partnerships created	Number of community partnerships created	Quarterly	Not available	Not available	15
2 - Communicate with civic groups, government organizations, schools, advisory boards, etc. to schedule outreach events (1 Measure)								
Number of outreach events held	<input type="checkbox"/>		Number of outreach events held	Number of outreach events held	Quarterly	Not available	Not available	32
3 - Conduct regular meetings with MPD leadership to discuss policy change recommendations (1 Measure)								
Number of meetings held with MPD	<input checked="" type="checkbox"/>		Number of meetings held with MPD	Number of meetings held with MPD	Quarterly	Not available	Not available	New Measure
3 - Research policing best practices (1 Measure)								
Number of policy recommendations issued	<input checked="" type="checkbox"/>		Number of policy recommendations	recommendations	Quarterly	Not available	Not available	New Measure
3 - Review all OPC complaints received to determine trends and/or patterns (2 Measures)								
Number of complaints received	<input type="checkbox"/>		Number of complaints received	Complaints	Quarterly	Not available	Not available	105
Number of contacts	<input type="checkbox"/>		Number of contacts	Contacts	Quarterly	Not available	Not available	166

2017 Strategic Initiatives

Strategic Initiative Title	Strategic Initiative Description	Proposed Completion Date
INVESTIGATION (2 Strategic initiative-operation links)		
Develop NEAR Act Procedures	The Neighborhood Engagement Achieves Results Act of 2015 was enacted on June 30, 2016. The Act expanded OPC's jurisdiction to include additional referral options, made OPC the sole receiver of complaints, allows for OPC to audit MPD and DCHAPD's, and requires OPC to report on all of use of force data by December 2017.	12-30-2017
Body Worn Camera Processes	Develop polices and procedures that incorporate body worn camera footage into investigation processes.	09-30-2017
OUTREACH (1 Strategic Initiative-Operation Link)		
Protest Monitoring	OPC's statutory authority dictates that our office monitor MPD's interactions with First Amendment Assembly participants. OPC will develop procedures to have teams of First Amendment Assembly observers present at Inauguration Day 2017 (January 20, 2017) to ensure that no First Amendment Assembly participants' rights are violated.	03-31-2017
POLICY RECOMMENDATION (1 Strategic Initiative-Operation Link)		
Research Analysis	With the implementation of the NEAR Act and the President's Task Force on 21st Century Policing Final Report, data reporting and transparency in data are a main component of better policing. OPC will hire a Research Analyst to develop new opportunities in data reporting of OPC's data and MPD's data to provide additional recommendations for better policing practices.	12-30-2017