

General Question #8

FY17 P-CARD

Account Number	Post Date	Transaction ID	Cardholder First Name	Cardholder Last Name	Tran Date	Line Item Amount	Merchant Name	Transaction Notes	Category
*****6607	01/06/2017	181207202	ROBERTINA	WILSON	01/04/2017	\$882.67	ADAMS EVIDENCE GRADE T	DVD-R ordered for Electronic Surveillance Unit. No CBE as DVD-R sole source vendor REQUESTOR: Avis Shieder	Supplies
*****4387	01/06/2017	181198732	PHILLIP	HONORE	01/04/2017	\$1,000.00	JOBZONE LLC	Military Career Fairs Spring/Summer 2017	Services
*****4387	01/06/2017	181198733	PHILLIP	HONORE	01/04/2017	\$559.81	EXPERIAN EXP PAY CC	Pre-employment Credit Bureau checks December 2016	Services
*****4387	01/06/2017	181198734	PHILLIP	HONORE	01/05/2017	\$1,190.00	RECRUITMILITARY LLC	Military Career Fairs Spring 2017	Services
*****8314	01/06/2017	181204985	PAUL	NIEPLING	01/05/2017	\$103.00	POSTAGE REFILL	Postage for Pitney Bowes machine for Boat Registration mailings.	Harbor Related Supplies/Services
*****8314	01/06/2017	181204986	PAUL	NIEPLING	01/05/2017	\$3,225.00	THE HAMILTON GROUP	25 pairs of waterproof boots for Harbor Patrol Officers and Sergeants	Harbor Related Supplies/Services
*****0669	01/09/2017	181300234	ERIC	STARKS	01/05/2017	\$3,125.03	ELSAG, NORTH AMERICA	LPR program maintenance and support requested by Ravi Thagaduru, Sr. IT Project Manager, Network Operations, OCIO	IT Services/Supplies
*****9604	01/09/2017	181272825	YUN FEI	GIBB	01/06/2017	\$75.00	CORNER BAKERY 0263	For Three King Event, purchased was approved.	Supplies and/or Services for Community
*****7210	01/09/2017	181261849	MARVIN	JOHNSON	01/05/2017	\$799.00	AUTOMATED SIGNATURE TE	Autopen Service Renewal for GW Max Writer - 2121964 for the period of December 20, 2016 - December 19, 2017	Services
*****7210	01/09/2017	181261850	MARVIN	JOHNSON	01/06/2017	\$123.00	CHU GRAPHICS ARTS	Business Cards for Commander Regis Bryant.	Services
*****6167	01/09/2017	181276828	JAMES	SCHAEFER	01/07/2017	\$2,495.59	STAPLES DIRECT	MAJOR CRASH INVESTIGATIONS UNIT SUPPLIES. SGT. TERRY THORNE SUPERVISOR.	Motor Carrier Related Supplies/Services
*****8314	01/09/2017	181276819	PAUL	NIEPLING	01/05/2017	\$406.09	THE HOME DEPOT #4604	Shop supplies for Device Defeat Team training for DSOU Civil Disturbance Unit. Items consist of saws, grinding wheels, bolt cutters, electrical cord reels, tarps, mini saw blades, duct tape, eye protection glasses. Not Harbor related	Supplies
*****8314	01/09/2017	181276820	PAUL	NIEPLING	12/30/2016	\$659.92	GUERNSEY OFFICE PRODUC	Office supplies consisting of printer toner, envelopes, shop tickets, sharpie pens.	Harbor Related Supplies/Services
*****8314	01/09/2017	181276821	PAUL	NIEPLING	01/02/2017	\$832.76	GUERNSEY OFFICE PRODUC	Office supplies consisting of toner cartridges and toner recovery bottle for HP5025 printer.	Harbor Related Supplies/Services
*****8314	01/09/2017	181276822	PAUL	NIEPLING	01/06/2017	\$146.97	PBI*LEASEDEQUIPMENT	Pitney Bowes Mailing Postage Machine-For Harbor Patrol Unit Boat Registration Office.	Harbor Related Supplies/Services
*****8314	01/09/2017	181276823	PAUL	NIEPLING	01/06/2017	\$507.85	HARBOR FREIGHT TOOLS 1	Supplies for Device Defeat Team training for DSOU Civil Disturbance Unit consisting of safety glasses, brake part cleaner chemicals, tarps, lower wall breaker. Not Harbor related.	Supplies
*****8314	01/09/2017	181276824	PAUL	NIEPLING	01/06/2017	\$1,059.28	ROBERTS OXYGEN CO BR 0	Nitrogen cylinders (2) for refilling of MK 46 Pepper Spray, 4 regulators. Pursuant financial request form approved for DSOU. Not Harbor Related.	Supplies
*****8314	01/09/2017	181276825	PAUL	NIEPLING	01/07/2017	\$62.58	WAL-MART #5941	Supplies for Device Defeat Team training for DSOU Civil Disturbance Unit consisting of grip handles for grinders and bicycle locks.	Harbor Related Supplies/Services
*****8314	01/09/2017	181276826	PAUL	NIEPLING	01/07/2017	\$189.91	THE HOME DEPOT #2583	Shop supplies for Device Defeat Team training for DSO Civil Disturbance Unit consisting of duct tape, bolts, nuts, folding saws with extra blades. Not Harbor Related.	Supplies
*****8314	01/09/2017	181276827	PAUL	NIEPLING	01/07/2017	\$460.65	DISTRICT HARDWARE &	Materials for Device Defeat Team training for DSOU Civil Disturbance Unit consisting of bicycle locks.	Harbor Related Supplies/Services
*****0677	01/10/2017	181379761	RICHARD	MONZON	01/09/2017	\$35.12	AUDIO VISUAL INNOVATIO	Replacement fan parts for JOCC Video Wall	IT Services/Supplies
*****6269	01/10/2017	181376959	LESLIE	PARSONS	01/09/2017	\$13.17	AMAZON MKTPLACE PMTS	This is an order placed for Chief Alder's dry erase board and supplies. It was billed in two parts. Combined, the charges add up to the total on the receipt.	Supplies
*****6269	01/10/2017	181376960	LESLIE	PARSONS	01/09/2017	\$51.46	AMAZON MKTPLACE PMTS	This purchase was for Chief Alder's dry erase board and supplies. The charges were billed separately but combined they add up to the total on the attached receipt.	Supplies
*****8314	01/10/2017	181355819	PAUL	NIEPLING	01/09/2017	\$1,062.50	MYERS FEED	Horse Feed for Horse Mounted Unit horses. Not Harbor Related purchase.	Supplies
*****8314	01/10/2017	181355820	PAUL	NIEPLING	01/09/2017	\$446.00	ETW LLC	Large dumpster for DSO CDU Device Defeat Team training class. Not Harbor Related	Services
*****4950	01/10/2017	181360845	WILLIAM	O'CONNOR	01/10/2017	\$83.65	JIMMIE MUSCATELLO'S GQ	Hats requested by the OCOP.	Uniforms
*****4950	01/10/2017	181360846	WILLIAM	O'CONNOR	01/09/2017	\$2,610.00	METROPOLITAN OFFICE PR	Coffee makers for the Inauguration.	Supplies
*****0669	01/11/2017	181418888	ERIC	STARKS	01/10/2017	\$2,164.66	AMAZON.COM	In preparation for inauguration event - CCTV supplies, SanDisk Ultra thumb drives, requested by Bruce Healey, Senior CCTV Engineer, OCIO	IT Services/Supplies

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*****0677	01/11/2017	181438138	RICHARD	MONZON	01/10/2017	\$4,065.60	AUDIO VISUAL INNOVATIO	Waiting on credit card receipt from vendor. Emailed vendor 1/23/17 once emailed will upload to portal. Replacement parts for JOCC Video Wall	IT Services/Supplies
*****1412	01/11/2017	181392136	KENDRA	WHITAKER	01/10/2017	\$256.03	WM SUPERCENTER #5968	1D Supplies and Materials for Senior Ball	Supplies and/or Services for Community
*****6607	01/11/2017	181404212	ROBERTINA	WILSON	01/10/2017	\$3,918.60	EURMAX CANOPY INC	Inaug17 - Tents for on-street prisoner processing REQUESTOR: Sgt Avonnie Kemp	Supplies
*****4387	01/11/2017	181395878	PHILLIP	HONORE	01/10/2017	\$300.00	SYMPPLICITY CORP	John Jay College Annual Spring Career Fair 2017	Services
*****8314	01/11/2017	181402680	PAUL	NIEPLING	01/11/2017	\$2,431.72	SPOTLIGHT EASTERN	Public Service Announcements for Boating Safety on Comcast, COX Communications, FIOS for November and December.	Harbor Related Supplies/Services
*****1412	01/12/2017	181453634	KENDRA	WHITAKER	01/11/2017	\$131.78	DOMINO'S 4326	1D Pizza Party for Jefferson MS	Supplies and/or Services for Community
*****8314	01/12/2017	181464771	PAUL	NIEPLING	01/11/2017	\$155.98	LA POLICE GEAR	Steel toe uniform boots for Harbor Patrol Unit boat mechanic.	Harbor Related Supplies/Services
*****8314	01/12/2017	181464772	PAUL	NIEPLING	01/11/2017	\$127.48	LA POLICE GEAR	Waterproof uniform boots for new Harbor Patrol Officer Tretter	Harbor Related Supplies/Services
*****0669	01/13/2017	181546103	ERIC	STARKS	01/13/2017	\$125.84	COMCAST OF WASHINGTON	Account Number 09529 504510-03-5 Monthly fee for Comcast cable television broadcasted at MPD Headquarters (300 Indiana Ave NW - Suite 4152). for billing period: 1/02 - 02/01	IT Services/Supplies
*****0669	01/13/2017	181546104	ERIC	STARKS	01/12/2017	\$67.44	B&H PHOTO, 800-606-69	In preparation for inauguration event - CCTV equipment and parts requested by Bruce Healey, Senior CCTV Engineer, OCIO	IT Services/Supplies
*****0677	01/13/2017	181567883	RICHARD	MONZON	01/12/2017	\$4,130.58	AMAZON MKTPLACE PMTS	(14) Canon Camcorders cameras for Inauguration Camera Equipment for NSID/ESU	IT Services/Supplies
*****1412	01/13/2017	181518223	KENDRA	WHITAKER	01/11/2017	\$600.00	PLAYERS LOUNGE & S&G	1D Food and Beverages for the Senior Ball	Supplies and/or Services for Community
*****6607	01/13/2017	181531807	ROBERTINA	WILSON	01/12/2017	\$65.09	WAL-MART #3035	Supplies purchased for 2017 inauguration REQUESTOR: Robertina Gray	Supplies
*****7210	01/13/2017	181519196	MARVIN	JOHNSON	01/12/2017	\$1,971.54	STANDARD OFFICE SUPPLY	Digital Time Clocks - IAB/CLD	Supplies
*****6251	01/13/2017	181545036	EDWARD	DELGADO	01/12/2017	\$300.00	MML TRANSPORTATION LLC	Prisoner Transportation Services Invoice 1570408 - 12/28/2016	Services
*****8314	01/13/2017	181530150	PAUL	NIEPLING	01/11/2017	\$14.36	THE HOME DEPOT #2554	Brass couplers, pipe thread tape for refilling kits for the MK46's. Not Harbor related.	Supplies
*****8314	01/13/2017	181530151	PAUL	NIEPLING	01/09/2017	\$168.24	GUERNSEY OFFICE PRODUC	Office supplies consisting of wall calendars, desk calendars, batteries, ink pens, sharpie pens.	Harbor Related Supplies/Services
*****0669	01/16/2017	181642366	ERIC	STARKS	01/13/2017	\$192.00	XEROX CORPORATION/RBO	Staples cartridges for Xerox copiers requested by Chris Hughes of the Reproduction and Copy Center Department.	IT Services/Supplies
*****0669	01/16/2017	181642367	ERIC	STARKS	01/13/2017	\$1,412.00	XEROX CORPORATION/RBO	Staples Cartridges for Xerox copiers requested by Chris Hughes of the Reproduction and Copy Center Department	IT Services/Supplies
*****0677	01/16/2017	181678865	RICHARD	MONZON	01/13/2017	\$1,859.96	CDW GOVERNMENT	(4) Wireless printers with bags, and cables. (15) Inventors power adapters for CF31. NSID equipment for Inauguration support	IT Services/Supplies
*****0677	01/16/2017	181678866	RICHARD	MONZON	01/14/2017	\$267.89	BEST BUY 00025080	CCTV project needed 25ft network patch cables.	IT Services/Supplies
*****0677	01/16/2017	181678867	RICHARD	MONZON	01/14/2017	\$418.84	BEST BUY MHT 00002659	CCTV project needed 25ft network patch cables.	IT Services/Supplies
*****0677	01/16/2017	181678868	RICHARD	MONZON	01/14/2017	\$1,417.62	STAPLES 00115170	CCTV project needed (30) 64GB flash drive and 25ft network cables.	IT Services/Supplies
*****0677	01/16/2017	181678869	RICHARD	MONZON	01/15/2017	\$161.16	AMAZON MKTPLACE PMTS	(9) SLR camera bags for NSID/ESU to support Inauguration Camera Equipment.	IT Services/Supplies
*****0677	01/16/2017	181678874	RICHARD	MONZON	01/13/2017	\$1,602.00	AMAZON MKTPLACE PMTS	(9) SLR Cameras for Inauguration Camera Equipment for NSID/ESU	IT Services/Supplies
*****0677	01/16/2017	181678875	RICHARD	MONZON	01/13/2017	\$150.75	LOWES #03256*	Needed p(22) power strips for CCTV project.	IT Services/Supplies
*****0677	01/16/2017	181678876	RICHARD	MONZON	01/13/2017	\$158.73	AMAZON MKTPLACE PMTS	(9) Memory cards for SLR cameras for Inauguration Camera Equipment for NSID/ESU	IT Services/Supplies
*****1412	01/16/2017	181594124	KENDRA	WHITAKER	01/13/2017	\$968.83	ARFMANN MARKETING LLC	2D Trinkets and giveaways for the district	Supplies and/or Services for Community
*****6607	01/16/2017	181617254	ROBERTINA	WILSON	01/13/2017	\$296.17	WM SUPERCENTER #3035	Materials for 2017 Inauguration for prisoner processing REQUESTOR: Sgt Avonnie Kemp	Supplies
*****7210	01/16/2017	181595883	MARVIN	JOHNSON	01/13/2017	\$4,800.00	LAW ENFORCEMENT TARGET	Range Targets requested by Firearms Training Unit.	Services
*****4387	01/16/2017	181602156	PHILLIP	HONORE	01/13/2017	\$400.00	IADLEST	IADLEST receipt	Services

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*****6167	01/16/2017	181614725	JAMES	SCHAEFER	01/13/2017	\$209.80	STAPLES 00102186	MAJOR CRASH INVESTIGATIONS UNIT SUPPLIES. SGT. TERRY THORNE SUPERVISOR.	Motor Carrier Related Supplies/Services
*****8314	01/16/2017	181614720	PAUL	NIEPLING	01/13/2017	\$71.02	ROBERTS OXYGEN CO BR 0	Nitrogen bottle refill for use to refill MK 46's pepper spray bottles. Not Harbor related.	Supplies
*****8314	01/16/2017	181614721	PAUL	NIEPLING	01/13/2017	\$1,643.76	WW GRAINGER	3/4" rebar cutter tool for Device Defeat Team for use to cut bicycle locks and protestor devices. Not Harbor Related.	Supplies
*****8314	01/16/2017	181614722	PAUL	NIEPLING	01/13/2017	\$56.06	THE HOME DEPOT #2554	Electrical extension cord, extension cord reel and rotor grinding wheel for Device Defeat Team. Not harbor related.	Supplies
*****8314	01/16/2017	181614723	PAUL	NIEPLING	01/11/2017	\$90.48	GUERNSEY OFFICE PRODUC	Office supplies consisting of 12 desk pad calendars.	Harbor Related Supplies/Services
*****8314	01/16/2017	181614724	PAUL	NIEPLING	01/11/2017	\$171.78	GUERNSEY OFFICE PRODUC	Office supplies consisting of one black toner cartridge for Harbor Patrol printer.	Harbor Related Supplies/Services
*****4950	01/16/2017	181633364	WILLIAM	O'CONNOR	01/14/2017	\$1,259.90	ULINE *SHIP SUPPLIES	Hand trucks for the Patrol Districts.	Supplies
*****0669	01/17/2017	181712025	ERIC	STARKS	01/17/2017	\$1,243.30	DMI * DELL HLTHCR/REL	Red Hat Software License Renewal requested by George Crawford, Senior Network Operations Engineer, OCIO	IT Services/Supplies
*****7210	01/17/2017	181701678	MARVIN	JOHNSON	01/16/2017	\$349.75	OLENDER REPORTING INC	Olender Reporting: PERB Case 11-U-48 Invoice for Transcript	Services
*****0669	01/18/2017	181743431	ERIC	STARKS	01/18/2017	\$903.96	HPE*SERVICES	Maintenance and Support Renewal of HP software used on TACIS timekeeping system, requested by Claudius Webber, Programmer Analyst	IT Services/Supplies
*****0677	01/18/2017	181757500	RICHARD	MONZON	01/17/2017	\$695.00	AUDIO VISUAL INNOVATIO	Replacement parts for JOCC Video Wall	IT Services/Supplies
*****9604	01/19/2017	181778691	YUN FEI	GIBB	01/17/2017	\$155.90	MY LUCKY FORTUNE INC	For Chinese New Year, fortune cookies for outreach	Supplies and/or Services for Community
*****7210	01/19/2017	181771811	MARVIN	JOHNSON	01/18/2017	\$474.00	800-781-2677*ATLANTCTC	Rifle Slings for M16 Training Weapons	Supplies
*****7210	01/19/2017	181771812	MARVIN	JOHNSON	01/18/2017	\$134.79	ANTECH DIAGNOSTICS	MPD Canine Labs	Services
*****6251	01/19/2017	181796603	EDWARD	DELGADO	01/17/2017	\$138.00	AMTRAK .CO0170725072459	Assistant Chief Lamar Greene Travel to NYC Cyber Crime Conference January 3 - February 3, 2017	Travel/Training
*****4950	01/19/2017	181788844	WILLIAM	O'CONNOR	01/18/2017	\$249.00	SIRCHIE FINGER PRINT L	Hand cleaner for the Civilian Fingerprinting Section.	Supplies
*****3286	01/19/2017	181770394	ROBERT	SUTTON	01/18/2017	\$5,000.00	THE HAMILTON GROUP	MPD Evidence bags for the recovery of evidence. (12,000)	Supplies
*****0669	01/20/2017	181865687	ERIC	STARKS	01/20/2017	\$143.46	COMCAST OF WASHINGTON	Account Number 09529 503558-01-0 Monthly fee for Comcast cable television broadcasted at Metro 6D Police Station (5002 Hayes St NE. MET RO P) for billing period: 01/10 – 02/09	IT Services/Supplies
*****0669	01/20/2017	181865688	ERIC	STARKS	01/20/2017	\$143.45	COMCAST OF WASHINGTON	Account Number 09529 503552-01-2 Monthly fee for Comcast cable television broadcasted at Metro Police Youth (5002 Hayes St NE.) for billing period: 1/14 – 2/13	IT Services/Supplies
*****0669	01/20/2017	181865689	ERIC	STARKS	01/20/2017	\$421.14	COMCAST OF WASHINGTON	Account Number 09529 106054-01-9 Monthly fee for Comcast cable television broadcasted at MPD Headquarters (300 Indiana Ave NW – Suite 5080). for billing period: 01/12 – 02/11	IT Services/Supplies
*****7210	01/20/2017	181837197	MARVIN	JOHNSON	01/18/2017	\$1,040.16	GALLAUDET UNIVERSITY C	Gallaudet Interpreting Service.	Services



Metropolitan Police Department (MPD) FY2016 Performance Accountability Report (PAR)

Introduction

The Performance Accountability Report (PAR) measures each agency's performance for the fiscal year against the agency's performance plan and includes major accomplishments, updates on initiatives' progress and key performance indicators (KPIs).

Mission

The mission of the Metropolitan Police Department (MPD) is to safeguard the District of Columbia and protect its residents and visitors by providing the highest quality police service with integrity, compassion, and a commitment to innovation that integrates people, technology, and progressive business systems.

Summary of 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 56 police service areas in seven police districts. The Investigative Services Bureau investigates crimes and provides forensic support for those cases. The Homeland Security Bureau coordinates domestic security and intelligence operations as well as traffic safety and law enforcement support for special events. The Internal Affairs Bureau investigates use of force, potential equal employment opportunity violations, and other complaints against MPD employees. The Strategic Services and Corporate Support Bureaus support the work of the entire department through strategic direction, legislative coordination, policy issuance, recruitment, hiring and training personnel, evidence control, records processing, fleet management, procurement, and other administrative support services.

Overview – Agency Performance

The following section provides a summary of MPD performance in FY 2016 by listing MPD's top accomplishments, and a summary of its progress achieving its initiatives and progress on key performance indicators.

Top Agency Accomplishments

Accomplishment	Impact on Agency	Impact on Residents
Targeting Robbery	Robberies in FY15 increased 2 percent over the FY14 figures. Crime analysis indicated that a small number of repeat violent offenders were targeting our communities with robbery sprees over a short time period. In December 2015, MPD established a Robbery Intervention Task Force in partnership with the Metro Transit Police (MTP), the Office of Attorney General (OAG), and the United States Attorney's Office (USAO) to focus efforts on finding and prosecuting repeat robbery offenders. MPD and MTP combined resources and information to support a quick response to robbery sprees or patterns as they develop. MPD's Intelligence Team is now co-located in the Metro Command Center, where they actively monitor activity for robberies and other crimes around the metro stations. The joint venture has allowed information to flow fluidly to members of the Criminal Interdiction Unit and Patrol Services Bureau, who respond and act on the information in order to disrupt robbery patterns and make arrests.	This initiative contributed to the 3 percent reduction in robberies in FY16 when compared to FY15. The summer (June - August) of FY16 was significantly safer, with 21% fewer robberies than the same period in FY15, and 15% fewer robberies than FY14.
Body-Worn Cameras	MPD successfully deployed more than 800 body-worn cameras (BWC) to the patrol districts and other units, bringing the total to almost 1,300 cameras. The BWCs will be deployed to the remaining patrol members in December 2016.	The use of body-worn cameras (BWCs) will benefit members of the community and the Department by improving police services, increasing accountability for individual interactions, and strengthening police-community relations.

Public Safety Academy	In August 2016, MPD, in partnership with the Washington DC Police Foundation (WDCPF) and the District of Columbia Public Schools (DCPS), launched the Anacostia High School Public Safety Academy.	With over sixty students enrolled in the inaugural calendar year, the MPD is expecting this program to be a key and ongoing important relationship to help build a pipeline of young law enforcement professionals and maintain strong linkage between the Police Department and DCPS.
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In FY 2016, MPD had 13 Key Performance Indicators. Of those, 0 were neutral, and another 7 were not able to be reported by the end of the fiscal year. Of the remaining measures, 31% (4 KPIs) were met, 0% (0 KPIs) were nearly met, and 15% (2 KPIs) were unmet. In FY 2016, MPD had 20 Initiatives. Of those, 80% (16) were completed and 15% (3) were nearly completed, and 5% (1) were not completed. The next sections provide greater detail on the specific metrics and initiatives for MPD in FY 2016.

FY16 Objectives

Division	Objective
Shared by All Divisions	Safeguard the District of Columbia and protect its residents and visitors.
Shared by All Divisions	Provide the highest quality police service with integrity, compassion, and a commitment to innovation.
Shared by All Divisions	Improve police service to the public through the integration of the Department's people, technology and business systems.

FY16 KPIs

Objective: Improve police service to the public through the integration of the Department’s people, technology and business systems.

Measure	Target	Freq	Q1	Q2	Q3	Q4	Total	KPI Status	KPI Barriers
Average court overtime hours per arrest	2.29	A					1.6	Met	
Average daily fleet availability	95	Q	96.51	95.99	96.23	95.69	96.1	Met	

Objective: Provide the highest quality police service with integrity, compassion, and a commitment to innovation.

Measure	Target	Freq	Q1	Q2	Q3	Q4	Total	KPI Status	KPI Barriers
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Rate of sustained citizen allegations of police misconduct per 1,000 sworn members	-2	Q	4.22	5.84	4.82	4.29	19.18	Unmet	It is difficult to determine exactly why this number is rising. The number of complaints received overall is rising. It is perhaps likely that with the national environment for police-community relations, people are filing more complaints against police. Better evidence, such as body-worn cameras and private video, may also be leading to more complaints being sustained. Certainly, there is also an impact from the decrease in total sworn staffing. We may continue to receive complaints for officers who have separated, yet the rate is going to be based on the lower number of officers. Regardless, with responsibility for handling citizen complaints moving to the Office of Police Complaints, and changes in processes and standards, the results will no longer be comparable to prior year data.
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Objective: Safeguard the District of Columbia and protect its residents and visitors.

Measure	Target	Freq	Q1	Q2	Q3	Q4	Total	KPI Status	KPI Barriers
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Clearance rate for homicides (measured on a calendar year)	75	A	All clearance rates are reported on a calendar year basis consistent with national Federal Bureau of Investigations (FBI) reporting. The clearance rate measures will be available by April 2017 when the agency submits the official Uniform Crime Reporting data to the FBI.
Clearance rate for forcible rape (measured on a calendar year)	70	A	All clearance rates are reported on a calendar year basis consistent with national Federal Bureau of Investigations (FBI) reporting. The clearance rate measures will be available by April 2017 when the agency submits the official Uniform Crime Reporting data to the FBI.
Clearance rate for robbery (measured on a calendar year)	5	A	All clearance rates are reported on a calendar year basis consistent with national Federal Bureau of Investigations (FBI) reporting. The clearance rate measures will be available by April 2017 when the agency submits the official Uniform Crime Reporting data to the FBI.

Clearance rate for aggravated assault (measured on a calendar year)	5	A	All clearance rates are reported on a calendar year basis consistent with national Federal Bureau of Investigations (FBI) reporting. The clearance rate measures will be available by April 2017 when the agency submits the official Uniform Crime Reporting data to the FBI.
Clearance rate for burglary (measured on a calendar year)	5	A	All clearance rates are reported on a calendar year basis consistent with national Federal Bureau of Investigations (FBI) reporting. The clearance rate measures will be available by April 2017 when the agency submits the official Uniform Crime Reporting data to the FBI.
Clearance rate for larceny-theft (measured on a calendar year)	5	A	All clearance rates are reported on a calendar year basis consistent with national Federal Bureau of Investigations (FBI) reporting. The clearance rate measures will be available by April 2017 when the agency submits the official Uniform Crime Reporting data to the FBI.

Clearance rate for motor vehicle theft (measured on a calendar year)	5	A									All clearance rates are reported on a calendar year basis consistent with national Federal Bureau of Investigations (FBI) reporting. The clearance rate measures will be available by April 2017 when the agency submits the official Uniform Crime Reporting data to the FBI.
Percent change in the number of Homicides (measured on a calendar year)	-10	A						-16.7		Met	
Percent change in DC Code Index property crime	-5	Q	-8.9	0.5	-7	-7.8	-6.3			Met	
Percent change in DC Code Index violent crime	-5	Q	4.9	16.7	-3.7	-15.3	-0.9			Unmet	Although we would like to have seen a larger drop in crime, MPD is pleased that overall, FY16 was safer than FY15. The 1 percent reduction was driven by the 3 percent reduction in robberies. The decrease of 100 robberies was offset by small increases in the numbers of other crimes: homicides (+2), sex assaults (+7), and assaults with a dangerous weapon (+33). The increase in homicides was almost entirely in the first quarter of FY16. There was a reduction of 15 homicides in Quarters 2 through 4.

FY16 Workload Measures

Measure	Freq	Q1	Q2	Q3	Q4	Total
No. of court overtime hours	A					68,906
No. of non-court locally funded overtime hours	A					304,803
No. of Explosive Ordinance Disposal Unit call outs for suspicious packages/vehicles & bomb threats	Q	72	40	51	55	218
No. of CCTV recordings retrieved for investigations	Q	326	244	387	328	1,285
No. of vehicle crash fatalities	Q	9	3	6	12	30
No. of applications for firearm registrations processed for individuals (excludes security agencies and law enforcement officers)	Q	449	381	393	394	1,617
No. of police officers hired	Q	77	37	79	92	285
No. of arrests	Q	9,337	9,779	12,439	11,333	42,888

FY16 Initiatives

Title: Augment MPD's mountain bike patrol and increase police-community engagement through public safety community bike rides

Description: In efforts to increase community engagement and visibility, MPD will host a quarterly community bike ride where citizens will be invited to ride with MPD's mountain bike patrol officers. MPD will also increase deployment of mountain bike patrols throughout the District and conduct monthly targeted visibility bike rides in violent crime areas. (All scheduled bike rides will be subject to weather and safety conditions.) Division: Patrol Services Bureau

Complete to Date: Complete

Status Update: In FY16, MPD hosted four citywide rides, 12 youth rides, and 13 district rides. MPD also participated with eight DCPS schools on their bike days, engaging with children of all ages. The public enjoyed the community rides and appreciated the increased visibility of MPD. The Department also conducted monthly targeted visibility bike rides in violent crime areas targeting areas not easily accessible by patrol cars

Title: Strengthen crime scene processing while returning officers to the street

Description: In Fiscal Year 2012, the Consolidated Forensic Laboratory (CFL) was opened in the District, and the Department of Forensic Sciences (DFS) was established. The CFL is a cutting-edge, award winning science facility designed to provide the District with critical public safety and health science infrastructure. However, crime scenes are still documented and processed by sworn officers, even though no police powers are required to do this job. In FY16, MPD will work with DFS in civilianizing 37 positions that were funded in Mayor Bowser's FY16 Supplemental Budget. In addition, MPD will train Reserve Officers to do basic crime scene processing, such as fingerprinting and photographing, so that they can also help to relieve some of the workload of full MPD sworn officers. Division: Investigative Services Bureau

Complete to Date: 75-99%

Status Update: MPD's Crime Scene Investigations Division (CSID) continues to work closely with DFS by handling the most complicated scenes such as homicides, assault with intent to kill, and police shootings, which is allowing DFS to observe and gain appropriate knowledge and skills. Twenty-one CSID technicians continue to process complicated scenes while 24 Reserve Corps members process basic crime scenes such as photographing and fingerprinting. The DFS has hired 19 civilians of which 12 have been trained and certified to process crime scenes.

If Incomplete, Explanation: This initiative will be fully achieved in 2018 when DFS finishes the civilianization hiring and training effort.

Title: Expand CCTV deployment in areas of violent crime

Description: The Metropolitan Police Department will deploy 15 additional Closed Circuit Televisions (CCTV) in the District of Columbia, concentrated in areas with persistent violent crime. The Department's CCTV program helps to deter and investigate crime. Division: Homeland Security Bureau

Complete to Date: Complete

Status Update: The Department installed 15 additional CCTV cameras throughout the city during this fiscal year. They are all currently operational and recording. Five portable CCTV cameras were also added to the inventory, expanding the total number of portable CCTV cameras owned by MPD to ten.

Title: Expand the 50-411 Text Tip Program

Description: The Metropolitan Police Department currently accepts anonymous tips from citizens via text message. In FY16, MPD will enhance this capability to accept picture and video clips. The enhancement will enable the public to anonymously submit real-time and more detailed information related to violent crimes that may become important evidence. In addition, MPD will also deploy a smart phone application where citizens can submit tips on their mobile devices. Division: Homeland Security Bureau

Complete to Date: Complete

Status Update: In FY16, the Department expanded its crime tip via text message functionality by adding the capacity to receive video and photo content from the public. This enhancement to basic phone functionality was favored over an application that might need to be updated frequently to adapt to changing smart phone technology.

Title: Initiate multi-agency task force to respond to and investigate robbery crime sprees

Description: Crime analysis indicates that a small number of repeat violent offenders target our communities with robbery sprees over a short time period. MPD will establish a Robbery Intervention Task Force in partnership with the Metro Transit Police (MTP), the Office of Attorney General (OAG), and the United States Attorney's Office (USAO) to focus efforts in finding and prosecuting repeat robbery offenders. MPD and MTP will combine resources and information to support a quick response to robbery sprees or patterns as they develop. In addition, the OAG and USAO will coordinate with MPD and MTP on developing the strongest cases possible to prosecute repeat offenders and remove them from our streets. Prosecutors will dedicate resources to ensure that these arrests are prioritized. Division: Investigative Services Bureau

Complete to Date: Complete

Status Update: As the result of this initiative, MPD's Intelligence Team is now co-located in the Metro Command Center, where they actively monitor activity for robberies and other crimes around the metro stations. The joint venture has allowed information to flow fluidly to members of the Criminal Interdiction Unit and Patrol Services Bureau, who respond and act on the information in order to disrupt robbery patterns and make arrests.

Title: Raise awareness of sexual assault prevention

Description: Many sexual assault cases which may range from misdemeanor non-consensual touching to forcible rape involve students at college or individuals who are under the influence of alcohol or other drugs. Every individual has a right to feel safe while at school or visiting one of the District's entertainment zones. MPD will partner with colleges and universities in the District, as well as establishments with liquor licenses to help reinforce how staff, students, and patrons can work together to support a safe environment and reduce risk and vulnerability. Division: Investigative Services Bureau

Complete to Date: Complete

Status Update: In FY16, MPD provided universities with information about sex assault prevention through quarterly meetings with the Consortium of Colleges and Universities and participated in the National Campus Safety Awareness event in September 2016. MPD also coordinated a meeting with 15 nightlife establishments which had two or more reports of sexual assault, and presented information on sex assault prevention and security. Additionally, MPD's Nightlife Unit distributed outreach posters to 71 establishments throughout the city.

Title: Implement "See Someone? Say Something!" campaign for patrol officers

Description: Like people everywhere, some officers are less comfortable starting a conversation with strangers, yet community feedback indicates that this basic outreach would help strengthen community relations. To help officers become more comfortable with outreach that has no specific purpose, MPD will launch an internal See Someone? Say Something! training and campaign. Division: Patrol Services Bureau

Complete to Date: 75-99%

Status Update: In an effort to encourage officers to feel comfortable initiating regular friendly interaction with community members, MPD developed the See Someone? Say Something! campaign. MPD filmed eight members who discussed what good customer service means to them and how they engage with the community. Additional videos are being recorded. Clips from these videos will be displayed on the MPD Temperature Boards in each district and other MPD locations, and discussed in roll call meetings and online trainings.

If Incomplete, Explanation: The videos are still being filmed with the goal of having 12-15 members participating.

Title: Assist with the selection of community based mini-grants

Description: In order to strengthen communities and provide opportunities for success for DC youth and their families, Mayor Bowser is providing \$1.25 million in grants to nonprofit organizations and individuals in select communities across the District. The Community Partnerships Mini-Grants will provide funding to nonprofits and individuals to strengthen resources for communities in several key areas: violence prevention/mediation, mentoring, youth enrichment and family supports. The mini-grants, which will be operated through the DC Trust, will support DC youth and their families in five designated Police Service Areas (PSAs): 507 (includes Langston/Carver), 602 (includes Lincoln Heights), 604 (includes Benning Terrace), 702 (includes Woodland Terrace), and 705 (includes Congress Park). The Metropolitan Police Department will work with the Trust to select the grant winners. Division: Investigative Services Bureau

Complete to Date: Complete

Status Update: In FY2016, the DC Trust successfully commenced 43 mini-grant programs impacting 1,315 participants in the targeted PSAs. The mini-grants provided additional resources to underserved neighborhoods with economic and educational opportunities, health and human services, structured activities, and other services and programs. The Metropolitan Police Department provided support in selecting the grant winners.

Title: Expand the Community Engagement Academy

Description: MPD's Community Engagement Academy allows interested citizens to learn firsthand about police operations. The goal is to provide participants with a personal view of the challenges that confront officers on a daily basis. In FY16, MPD will recruit and target members of our community (including youth) to participate in a tailored version of the Community Engagement Academy, specifically focusing on current issues and trends in law enforcement. Division: Support Services

Complete to Date: Complete

Status Update: The Department held three Community Engagement Academy sessions (Fall, Spring and Summer), each with 20-30 active participants, including youth members. The Department has secured private grant funding for the Youth Creating Change program, which targets teenage students and provides a similar engagement experience. The cohort that leveraged this funding began July 2016. Each session focused on education and awareness, discussing issues and trends within the law enforcement community and helping to explain police policies and practices.

Title: Enhance MPD's social media messaging outreach

Description: To improve communication and strengthen relationships with Limited English Proficiency populations, MPD will create additional social media content directed at these communities. Content will provide information on outreach activities, crime alerts, and victim services. Division: Operations and Agency Management

Complete to Date: Complete

Status Update: MPD used social media to reach Limited English Proficiency populations by identifying relevant information to disseminate to the community. For example, messaging for the Exchange Zones at the District stations for a safe location to buy or sell goods is posted in multiple languages. Other messages included recent crime information, prevention tips, and victim services. MPD also worked with the Mayor's Office of Latino Affairs to host two public service campaigns.

Title: Expand outreach to the District's limited English proficient (LEP) population

Description: Many limited English proficiency (LEP) population are not familiar with the basic public safety mechanisms that other residents take for granted, including police roles, medical services, hospital care, and victim services. In efforts to increase positive police-community engagement, MPD's Special Liaison Division and community outreach personnel will identify LEP population in the District and conduct targeted outreach to inform them about public safety services, including the process of calling 911 and victim services for domestic and sexual violence. MPD will work to strengthen partnerships with other District agencies

to reach this critical population. Division: Patrol Services Bureau

Complete to Date: Complete

Status Update: Throughout FY16, MPD held 14 community meetings and attended four join town hall meetings with Mayor's Office on Latino Affairs, African Affairs, Asian and Pacific Islander Affairs, and the Department of For Hire Vehicles. Moreover MPD provided radio show outreach to the Latino community regarding robbery prevention, construction site safety and domestic violence prevention, newspaper outreach to the Asian community, and youth events. MPD also participated in Asian community events and conducted home visits in the Shaw neighborhood.

Title: Launch the Public Safety Academy, in partnership with the Washington DC Police Foundation and DC Public Schools

Description: In partnership with the Washington DC Police Foundation (WDCPF) and DC Public Schools (DCPS), MPD will launch the Public Safety Academy at Anacostia High School in August 2016. The Academy will allow students to pursue career education pathways in law enforcement. In addition to a rigorous academic core, students will complete four elective courses in Introduction to Law, Safety, and Public Security, Foundations in Law and Justice, Criminal Justice Systems, and Investigations. DCPS will consult regularly with the MPD and WDCPF, to ensure that curriculum and content delivery reflect innovations and updates in law enforcement so that our students are prepared for the jobs of the future. Division: Support Services

Complete to Date: Complete

Status Update: The Department worked closely with the Washington DC Police Foundation (WDCPF) and the District of Columbia Public Schools (DCPS) to prepare for and launch the Anacostia High School Public Safety Academy. This initiative was successfully launched at the beginning of the 2016-2017 School Year.

Title: Transform police use of force within MPD

Description: Over the past 18 months and in partnership with law enforcement leaders around the nation, MPD has been actively engaged in redefining how police think about and train on use of force. In FY2016, MPD will be reengineering its use of force principles, policies, and training to emphasize necessity and proportionality in response. The new trainings and policies will be implemented in FY2017.

Complete to Date: Complete

Status Update: In FY2016, MPD's use of force investigations manual was updated based on the recommendations from the Police Executive Research Forum study and the DC Auditors Office report following up on the DOJ Memorandum of Agreement. MPD issued new equipment (ballistic shields and other less lethal munitions) to officers, along with policy and training, to provide defensive protection and alternatives to uses of force. . De-escalation and decision making trainings were instituted in the police academy for recruits and in-service members.

Title: Enhance training for Crisis Intervention Officer (CIO) Program

Description: The policy of the Metropolitan Police Department is to handle calls-for-service involving people in mental health crisis in a manner which reflects sensitivity to the needs and rights of the persons involved. The Department currently has more than 675 front line officers who have participated in a 40-hour training on working sensitively and safely with this population provided by the Department of Behavioral Health (DBH). In FY16, all sworn managers will receive an 8-hour DBH training to strengthen and broaden the reach of the CIO program. The training will further enhance the CIO program, create better accountability, and improve MPD's services to people with mental health crisis. Division: Patrol Services Bureau

Complete to Date: Complete

Status Update: In FY16, a total of 186 officers, sergeants, and lieutenants received the Crisis Intervention Officer (CIO) training. A more specific youth-focused CIO class was also provided to the Department's School Resource Officers. MPD continues its partnership with the Department of Behavioral Health (DBH) to identify ways to strengthen the Crisis Intervention Officer (CIO) program and conduct sessions at the Metropolitan Police Academy. Almost 900

MPD officers have been trained as CIOs.

Title: Engage parents in early planning for youth to participate in the Police Cadet Training Program

Description: The Police Cadet Training Program is designed to prepare young adults to become Metropolitan Police Officers. Police cadets are recent high school graduates who are employed by the Department in civilian positions. Working about 20 hours a week, the cadets rotate through a variety of assignments helping the MPD fulfill our mission, while providing the cadets with valuable exposure and experience within the Department. In addition to paying the cadets for their work, the MPD covers their tuition at the University of the District of Columbia. Cadets convert to career police status upon completion of their Associate Degree program and enter recruit training to become a sworn officer. In FY16, MPD will establish a seminar for parents and guardians to attend with their children who are interested in joining the program in the future to help them chart a pathway to a strong profession. Division: Support Services

Complete to Date: Complete

Status Update: MPD established a seminar, in conjunction with our Cadet New Candidate Orientation Program, targeted to parents of interested students to help them learn more about the program as a path for their children in the future. Launched in June 2016, these quarterly sessions have informed parents and students of the benefits of the MPD Cadet Program. Since the beginning of the school year, the School Resource Officers have been actively working with teachers to encourage them to promote the programs and sent information fliers to parents.

Title: Initiate a multi-agency protocol strategy to improve handling of individuals in health crisis or suspected of using certain narcotics

Description: Individuals in certain health crises or who may be under the influence of certain narcotics can be a danger to themselves and others. However, some of that danger may be avoided by not escalating the interaction. MPD will coordinate with the Fire and Emergency Medical Services and the Office of Unified Communications to improve the response protocol for addressing individuals exhibiting certain symptoms to reduce the reliance on physical restraint and confrontation, and increase use of chemical restraints where appropriate. Division: Support Services

Complete to Date: 50-74%

Status Update: The Department has completed the development of training associated with the response and protocol involving individuals with excited delirium.

If Incomplete, Explanation: The planning was interrupted by the departure of the prior FEMS medical director. MPD has been training its members on recognizing early signs of potential excited delirium, and of protocols to follow. We are awaiting FEMS and OUC roll out of new dispatch protocol to launch the protocol.

Title: Strengthen critical incident response capability and management

Description: Over the years, the members of MPD have trained extensively in handling critical incidents. To further strengthen preparation for those events, in FY16 MPD will conduct monthly critical incident response exercises for mass casualty, active shooter, and Metro incident settings. The exercises will focus on coordinating response to support greater understanding by officers of the overall incident management principles and response capabilities. The initiative will also strengthen coordination across police districts and specialized units, collaboration with partner agencies, and understanding of scene priorities. Division: Homeland Security Bureau

Complete to Date: Complete

Status Update: MPD participated in full scale exercises involving HAZMAT scenario with CSX Corporation and another with the Office of the Chief Medical Examiner where a forensic response was tested. Roundtable discussions were held to identify core competencies of first responders in support of the DC Mass Casualty Response Protocol. Lessons learned were incorporated into MPD training. Specialized training continues for the Special Operations Division as well as Patrol Rifle and Active Shooter trainings within the districts.

Title: Build future MPD leaders through the professional development program

Description: In efforts to strengthen future management and retain skilled employees, MPD will enhance its existing professional development program for both sworn and civilian employees. The program will focus on training future leaders of MPD through the establishment of formal mentoring programs, leadership training, and exposure to different units of the MPD. The enhancement will provide a smooth leadership transition as more senior officials and civilians retire and ensure best practices are continued. Division: Support Services

Complete to Date: Complete

Status Update: In partnership with Johns Hopkins University's Police Officer Executive Leadership Program, the Department worked with industry experts to develop a comprehensive leadership and mentorship program for mid and senior level managers of the Department.

Title: Expand the body-worn camera program

Description: The use of body-worn cameras (BWCs) will benefit members of the community and MPD by improving police services, increasing accountability for individual interactions, and strengthening police-community relations. The MPD is pleased to be on the forefront of major city police departments deploying cameras. In FY15, MPD deployed 400 body-worn cameras (BWC) in the 5th and 7th Police Districts. In FY16, subject to approval of funding and regulations governing access to BWC video, MPD will deploy an additional 2,400 BWCs. Division: Operations and Agency Management

Complete to Date: 75-99%

Status Update: In FY16, MPD successfully deployed more than 800 body-worn cameras (BWCs) to patrol officers and specialty units for a total of over 1,300 BWCs across the Department. The Department has also hired five Body-Worn Camera Coordinators to process and categorize the demand for videos. The Department currently has several terabytes worth of video collected this year.

If Incomplete, Explanation: Due to the robust randomized study leading academics are conducting on the behavioral impacts of BWCs, the deployment schedule was changed, and the full deployment of BWCs to all members of the force will be completed by December 2016.

Title: Implement the Police Officer Retention Program

Description: In FY16, MPD will implement the Police Officer Retention Program to retain skilled sworn members who are in their early and later career. Through a rigorous selection process, members who have between three and seven years of service will be offered tuition forgiveness. For members eligible to retire, they will have the option to receive tuition forgiveness for themselves or their dependent child. Division: Support Services

Complete to Date: Complete

Status Update: The Department successfully announced two rounds of the Police Officer Retention Program (PORP) aimed to retain members who have served between three and seven years of service and/or individuals eligible to retire. In FY16, 89 individuals were selected and received awards totaling to over \$950,000, in exchange for three or four years signed obligated service agreements.

Metropolitan Police Department FY2016

Agency Metropolitan Police Department

Mission The mission of the Metropolitan Police Department (MPD) is to safeguard the District of Columbia and protect its residents and visitors by providing the highest quality police service with integrity, compassion, and a commitment to innovation that integrates people, technology, and progressive business systems.

Summary of 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 56 police service areas in seven police districts. The Investigative Services Bureau investigates crimes and provides forensic support for those cases. The Homeland Security Bureau coordinates domestic security and intelligence operations as well as traffic safety and law enforcement support for special events. The Internal Affairs Bureau investigates use of force, potential equal employment opportunity violations, and other complaints against MPD employees. The Strategic Services and Corporate Support Bureaus support the work of the entire department through strategic direction, legislative coordination, policy issuance, recruitment, hiring and training personnel, evidence control, records processing, fleet management, procurement, and other administrative support services.

2016 Objectives

FY16 Objectives

Objective Number	Objective Description
Shared by All Divisions (3 Objectives)	
1	Safeguard the District of Columbia and protect its residents and visitors.
2	Provide the highest quality police service with integrity, compassion, and a commitment to innovation.
3	Improve police service to the public through the integration of the Department's people, technology and business systems.

2016 Key Performance Indicators

Measure	Division	Frequency of Reporting	FY 2013	FY 2014	FY 2015	FY 2015 Target	FY 2016 Target
1 - Safeguard the District of Columbia and protect its residents and visitors. (10 Measures)							
Percent change in the number of Homicides		Annually	18	1	54.3	-10	-10
Percent change in DC Code Index violent crime		Quarterly	-3.5	-9.2	0.5	-5	-5
Percent change in DC Code Index property crime		Quarterly	0.18	8.36	-0.58	-5	-5
Clearance rate for homicides		Annually	79.8	70.5	61.7	75	75
Clearance rate for forcible rape		Annually	58.3	56.2	69.4	70	70
Clearance rate for robbery		Annually	29.4	20.1	19.5	23.6	5
Clearance rate for aggravated assault		Annually	58.7	46.7	43.2	49	5
Clearance rate for burglary		Annually	9.4	11.8	10.9	12.4	5
Clearance rate for larceny-theft		Annually	9.4	7.7	6	16	5

Clearance rate for motor vehicle theft	Annually	2.6	1.8	3.3	8	5
2 - Provide the highest quality police service with integrity, compassion, and a commitment to innovation. (1 Measure)						
Rate of sustained citizen allegations of police misconduct per 1,000 sworn members	Quarterly	15.31	14.6	12.28	14.31	-2
3 - Improve police service to the public through the integration of the Department's people, technology and business systems. (2 Measures)						
Average daily fleet availability	Quarterly	96.2	96.2	96.25	95	95
Average court overtime hours per arrest	Annually	3.1	2.67	2.34	2.62	2.29

2016 Workload Measures

Measure	Frequency of Reporting	FY 2013	FY 2014	FY 2015
Workload Measure (8 Measures)				
# of arrests	Quarterly	40,876	42,384	36,003
# of court overtime hours	Annually	126,723	113,193	84,281.5
# of non-court locally funded overtime hours	Annually	223,043	277,739	334,204
# of Explosive Ordinance Disposal Unit call outs for suspicious packages/vehicles & bomb threats	Quarterly	219	257	195
# of CCTV recordings retrieved for investigations	Quarterly	1,009	1,202	1,371
# of vehicle crash fatalities	Quarterly	28	29	17
# of applications for firearm registrations processed for individuals (excludes security agencies and law enforcement officers)	Quarterly	1,195	1,236	1,628
# of police officers hired	Quarterly	300	269	281

2016 Initiatives

Objective Number	Objective Title	Initiative Number	Initiative Title	Initiative Description
Shared by All Divisions - 1 (6 Initiatives)				
1	Safeguard the District of Columbia and protect its residents and visitors	1.1	Augment MPD's mountain bike patrol and increase police-community engagement through public safety community bike rides	<p>In efforts to increase community engagement and visibility, MPD will host a quarterly community bike ride where citizens will be invited to ride with MPD's mountain bike patrol officers. MPD will also increase deployment of mountain bike patrols throughout the District and conduct monthly targeted visibility bike rides in violent crime areas. (All scheduled bike rides will be subject to weather and safety conditions.)</p> <p>Division: Patrol Services Bureau</p>

1	Safeguard the District of Columbia and protect its residents and visitors	1.1	Strengthen crime scene processing while returning officers to the street	<p>In Fiscal Year 2012, the Consolidated Forensic Laboratory (CFL) was opened in the District, and the Department of Forensic Sciences (DFS) was established. The CFL is a cutting-edge, award winning science facility designed to provide the District with critical public safety and health science infrastructure. However, crime scenes are still documented and processed by sworn officers, even though no police powers are required to do this job. In FY16, MPD will work with DFS in civilianizing 37 positions that were funded in Mayor Bowser's FY16 Supplemental Budget. In addition, MPD will train Reserve Officers to do basic crime scene processing, such as fingerprinting and photographing, so that they can also help to relieve some of the workload of full MPD sworn officers.</p> <p>Division: Investigative Services Bureau</p>
1	Safeguard the District of Columbia and protect its residents and visitors	1.1	Expand CCTV deployment in areas of violent crime	<p>The Metropolitan Police Department will deploy 15 additional Closed Circuit Televisions (CCTV) in the District of Columbia, concentrated in areas with persistent violent crime. The Department's CCTV program helps to deter and investigate crime.</p> <p>Division: Homeland Security Bureau</p>
1	Safeguard the District of Columbia and protect its residents and visitors	1.2	Expand the 50-411 Text Tip Program	<p>The Metropolitan Police Department currently accepts anonymous tips from citizens via text message. In FY16, MPD will enhance this capability to accept picture and video clips. The enhancement will enable the public to anonymously submit real-time and more detailed information related to violent crimes that may become important evidence. In addition, MPD will also deploy a smart phone application where citizens can submit tips on their mobile devices.</p> <p>Division: Homeland Security Bureau</p>
1	Safeguard the District of Columbia and protect its residents and visitors	1.2	Initiate multi-agency task force to respond to and investigate robbery crime sprees	<p>Crime analysis indicates that a small number of repeat violent offenders target our communities with robbery sprees over a short time period. MPD will establish a Robbery Intervention Task Force in partnership with the Metro Transit Police (MTP), the Office of Attorney General (OAG), and the United States Attorney's Office (USAO) to focus efforts in finding and prosecuting repeat robbery offenders. MPD and MTP will combine resources and information to support a quick response to robbery sprees or patterns as they develop. In addition, the OAG and USAO will coordinate with MPD and MTP on developing the strongest cases possible to prosecute repeat offenders and remove them from our streets. Prosecutors will dedicate resources to ensure that these arrests are prioritized.</p> <p>Division: Investigative Services Bureau</p>

1	Safeguard the District of Columbia and protect its residents and visitors	1.3	Raise awareness of sexual assault prevention	<p>Many sexual assault cases – which may range from misdemeanor non-consensual touching to forcible rape – involve students at college or individuals who are under the influence of alcohol or other drugs. Every individual has a right to feel safe while at school or visiting one of the District’s entertainment zones. MPD will partner with colleges and universities in the District, as well as establishments with liquor licenses to help reinforce how staff, students, and patrons can work together to support a safe environment and reduce risk and vulnerability.</p> <p>Division: Investigative Services Bureau</p>
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TOT

Shared by All Divisions - 2 (10 Initiatives)

2	Provide the highest quality police service with integrity, compassion, and a commitment to innovation	2.1	Implement "See Someone? Say Something!" campaign for patrol officers	<p>Like people everywhere, some officers are less comfortable starting a conversation with strangers, yet community feedback indicates that this basic outreach would help strengthen community relations. To help officers become more comfortable with outreach that has no specific purpose, MPD will launch an internal “See Someone? Say Something!” training and campaign.</p> <p>Division: Patrol Services Bureau</p>
2	Provide the highest quality police service with integrity, compassion, and a commitment to innovation	2.1	Assist with the selection of community based mini-grants	<p>In order to strengthen communities and provide opportunities for success for DC youth and their families, Mayor Bowser is providing \$1.25 million in grants to nonprofit organizations and individuals in select communities across the District. The Community Partnerships Mini-Grants will provide funding to nonprofits and individuals to strengthen resources for communities in several key areas: violence prevention/mediation, mentoring, youth enrichment and family supports. The mini-grants, which will be operated through the DC Trust, will support DC youth and their families in five designated Police Service Areas (PSAs): 507 (includes Langston/Carver), 602 (includes Lincoln Heights), 604 (includes Benning Terrace), 702 (includes Woodland Terrace), and 705 (includes Congress Park). The Metropolitan Police Department will work with the Trust to select the grant winners.</p> <p>Division: Investigative Services Bureau</p>
2	Provide the highest quality police service with integrity, compassion, and a commitment to innovation	2.1	Expand the Community Engagement Academy	<p>MPD’s Community Engagement Academy allows interested citizens to learn firsthand about police operations. The goal is to provide participants with a personal view of the challenges that confront officers on a daily basis. In FY16, MPD will recruit and target members of our community (including youth) to participate in a tailored version of the Community Engagement Academy, specifically focusing on current issues and trends in law enforcement.</p> <p>Division: Support Services</p>

2	Provide the highest quality police service with integrity, compassion, and a commitment to innovation	2.1	Enhance MPD's social media messaging outreach	<p>To improve communication and strengthen relationships with Limited English Proficiency populations, MPD will create additional social media content directed at these communities. Content will provide information on outreach activities, crime alerts, and victim services.</p> <p>Division: Operations & Agency Management</p>
2	Provide the highest quality police service with integrity, compassion, and a commitment to innovation	2.2	Expand outreach to the District's limited English proficient (LEP) population	<p>Many limited English proficiency (LEP) population are not familiar with the basic public safety mechanisms that other residents take for granted, including police roles, medical services, hospital care, and victim services. In efforts to increase positive police-community engagement, MPD's Special Liaison Division and community outreach personnel will identify LEP population in the District and conduct targeted outreach to inform them about public safety services, including the process of calling 911 and victim services for domestic and sexual violence. MPD will work to strengthen partnerships with other District agencies to reach this critical population.</p> <p>Division: Patrol Services Bureau</p>
2	Provide the highest quality police service with integrity, compassion, and a commitment to innovation	2.2	Launch the Public Safety Academy, in partnership with the Washington DC Police Foundation and DC Public Schools	<p>In partnership with the Washington DC Police Foundation (WDCPF) and DC Public Schools (DCPS), MPD will launch the Public Safety Academy at Anacostia High School in August 2016. The Academy will allow students to pursue career education pathways in law enforcement. In addition to a rigorous academic core, students will complete four elective courses in Introduction to Law, Safety, & Public Security, Foundations in Law & Justice, Criminal Justice Systems, and Investigations. DCPS will consult regularly with the MPD & WDCPF, to ensure that curriculum and content delivery reflect innovations and updates in law enforcement so that our students are prepared for the jobs of the future.</p> <p>Division: Support Services</p>
2	Provide the highest quality police service with integrity, compassion, and a commitment to innovation	2.2	Transform police use of force within MPD	<p>Over the past 18 months and in partnership with law enforcement leaders around the nation, MPD has been actively engaged in redefining how police think about and train on use of force. In FY2016, MPD will be reengineering its use of force principles, policies, and training to emphasize necessity and proportionality in response. The new trainings and policies will be implemented in FY2017.</p>

2	Provide the highest quality police service with integrity, compassion, and a commitment to innovation	2.3	Enhance training for Crisis Intervention Officer (CIO) Program	<p>The policy of the Metropolitan Police Department is to handle calls-for-service involving people in mental health crisis in a manner which reflects sensitivity to the needs and rights of the persons involved. The Department currently has more than 675 front line officers who have participated in a 40-hour training on working sensitively and safely with this population provided by the Department of Behavioral Health (DBH). In FY16, all sworn managers will receive an 8-hour DBH training to strengthen and broaden the reach of the CIO program. The training will further enhance the CIO program, create better accountability, and improve MPD's services to people with mental health crisis.</p> <p>Division: Patrol Services Bureau</p>
2	Provide the highest quality police service with integrity, compassion, and a commitment to innovation	2.3	Engage parents in early planning for youth to participate in the Police Cadet Training Program	<p>The Police Cadet Training Program is designed to prepare young adults to become Metropolitan Police Officers. Police cadets are recent high school graduates who are employed by the Department in civilian positions. Working about 20 hours a week, the cadets rotate through a variety of assignments – helping the MPD fulfill our mission, while providing the cadets with valuable exposure and experience within the Department. In addition to paying the cadets for their work, the MPD covers their tuition at the University of the District of Columbia. Cadets convert to career police status upon completion of their Associate Degree program and enter recruit training to become a sworn officer. In FY16, MPD will establish a seminar for parents and guardians to attend with their children who are interested in joining the program in the future to help them chart a pathway to a strong profession.</p> <p>Division: Support Services</p>
2	Provide the highest quality police service with integrity, compassion, and a commitment to innovation	2.4	Initiate a multi-agency protocol strategy to improve handling of individuals in health crisis or suspected of using certain narcotics	<p>Individuals in certain health crises or who may be under the influence of certain narcotics can be a danger to themselves and others. However, some of that danger may be avoided by not escalating the interaction. MPD will coordinate with the Fire and Emergency Medical Services and the Office of Unified Communications to improve the response protocol for addressing individuals exhibiting certain symptoms to reduce the reliance on physical restraint and confrontation, and increase use of chemical restraints where appropriate.</p> <p>Division: Support Services</p>

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Shared by All Divisions - 3 (4 Initiatives)

3	Improve police service to the public through the integration of the Department's people, technology and business systems	3.1	Strengthen critical incident response capability and management	<p>Over the years, the members of MPD have trained extensively in handling critical incidents. To further strengthen preparation for those events, in FY16 MPD will conduct monthly critical incident response exercises for mass casualty, active shooter, and Metro incident settings. The exercises will focus on coordinating response to support greater understanding by officers of the overall incident management principles and response capabilities. The initiative will also strengthen coordination across police districts and specialized units, collaboration with partner agencies, and understanding of scene priorities.</p> <p>Division: Homeland Security Bureau</p>
3	Improve police service to the public through the integration of the Department's people, technology and business systems	3.1	Build future MPD leaders through the professional development program	<p>In efforts to strengthen future management and retain skilled employees, MPD will enhance its existing professional development program for both sworn and civilian employees. The program will focus on training future leaders of MPD through the establishment of formal mentoring programs, leadership training, and exposure to different units of the MPD. The enhancement will provide a smooth leadership transition as more senior officials and civilians retire and ensure best practices are continued.</p> <p>Division: Support Services</p>
3	Improve police service to the public through the integration of the Department's people, technology and business systems	3.1	Expand the body-worn camera program	<p>The use of body-worn cameras (BWCs) will benefit members of the community and MPD by improving police services, increasing accountability for individual interactions, and strengthening police-community relations. The MPD is pleased to be on the forefront of major city police departments deploying cameras. In FY15, MPD deployed 400 body-worn cameras (BWC) in the 5th and 7th Police Districts. In FY16, subject to approval of funding and regulations governing access to BWC video, MPD will deploy an additional 2,400 BWCs.</p> <p>Division: Operations & Agency Management</p>
3	Improve police service to the public through the integration of the Department's people, technology and business systems	3.2	Implement the Police Officer Retention Program	<p>In FY16, MPD will implement the Police Officer Retention Program to retain skilled sworn members who are in their early and later career. Through a rigorous selection process, members who have between three and seven years of service will be offered tuition forgiveness. For members eligible to retire, they will have the option to receive tuition forgiveness for themselves or their dependent child.</p> <p>Division: Support Services</p>
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General Question #21

Metropolitan Police Department FY2017

Agency Metropolitan Police Department**Agency Code** FA0**Fiscal Year** 2017

Mission The mission of the Metropolitan Police Department (MPD) is to safeguard the District of Columbia and protect its residents and visitors by providing the highest quality police service with integrity, compassion, and a commitment to innovation that integrates people, technology, and progressive business systems.

2017 Strategic Objectives

Objective Number	Strategic Objective
1	Safeguard the District of Columbia and protect its residents and visitors.
2	Provide the highest quality police service with integrity, compassion, and a commitment to innovation.
3	Improve police service to the public through the integration of the Department's people, technology, and business systems.
4	Create and maintain a highly efficient, transparent and responsive District government.**

2017 Key Performance Indicators

Measure	New Measure/ Benchmark Year	FY 2014 Actual	FY 2015 Target	FY 2015 Actual	FY 2016 Target	FY2016 Actual	FY 2017 Target
1 - Safeguard the District of Columbia and protect its residents and visitors. (10 Measures)							
Percent change in the number of homicides	<input type="checkbox"/>	1%	-10%	54.3%	-10%		-10%
Percent change in DC Code Index violent crime	<input type="checkbox"/>	-9.2%	-5%	0.5%	-5%		-5%
Percent change in DC Code Index property crime	<input type="checkbox"/>	8.4%	-5%	-0.6%	-5%		-5%
Clearance rate for homicides	<input type="checkbox"/>	Not available	75%	61.7%	75%		75%
Clearance rate for forcible rape	<input type="checkbox"/>	Not available	70%	69.4%	70%		70%
Clearance rate for robbery	<input type="checkbox"/>	Not available	23.6%	19.5%	Not available		Not available
Clearance rate for aggravated assault	<input type="checkbox"/>	Not available	49%	43.2%	Not available		Not available
Clearance rate for burglary	<input type="checkbox"/>	Not available	12.4%	10.9%	Not available		Not available
Clearance rate for larceny-theft	<input type="checkbox"/>	Not available	16%	6%	Not available		Not available
Clearance rate for motor vehicle theft	<input type="checkbox"/>	Not available	8%	3.3%	Not available		Not available
2 - Provide the highest quality police service with integrity, compassion, and a commitment to innovation. (1 Measure)							
Rate of sustained citizen allegations of police misconduct per 1,000 sworn members	<input type="checkbox"/>	Not available	14.3	12.3	12.1		Not available
3 - Improve police service to the public through the integration of the Department's people, technology, and business systems. (2 Measures)							
Average daily fleet availability	<input type="checkbox"/>	96.21%	95%	96.2%	95%		95%
Average court overtime hours per arrest	<input type="checkbox"/>	2.7	2.6	2.3	2.3		Not available

Measure	New Measure/ Benchmark Year	FY 2014 Actual	FY 2015 Target	FY 2015 Actual	FY 2016 Target	FY2016 Actual	FY 2017 Target
4 - Create and maintain a highly efficient, transparent and responsive District government.** (9 Measures)							
Contracts/Procurement-Expendable Budget spent on Certified Business Enterprises	✓	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017		Forthcoming October 2017
Contracts/Procurement-Contracts lapsed into retroactive status	✓	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017		Forthcoming October 2017
Budget- Local funds unspent	✓	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017		Forthcoming October 2017
Budget- Federal Funds returned	✓	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017		Forthcoming October 2017
Customer Service-Meeting Service Level Agreements	✓	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017		Forthcoming October 2017
Human Resources-Vacancy Rate	✓	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017		Forthcoming October 2017
Human Resources-Employee District residency	✓	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017		Forthcoming October 2017
Human Resources-Employee Onboard Time	✓	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017	Forthcoming October 2017		Forthcoming October 2017
Performance Management-Employee Performance Plan Completion	✓	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 - Safeguard the District of Columbia and protect its residents and visitors. (11 Activities)			
PATROL DISTRICTS	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 DIVISION	Criminal Investigations	Investigates and solves crimes so that offenders are brought to justice, and provides assistance to victims.	Daily Service
NARCOTICS & SPECIAL INVESTIGATIONS DIV.	Narcotics and Special Investigations	Provides proactive criminal enforcement services so that citizens can live in neighborhoods free from drug dealing, drug-related crime, and prostitution.	Daily Service
CRIME SCENE INVESTIGATIONS DIVISION	Crime Scene Investigations	Processes crime scenes and coordinates evidence collection.	Daily Service
YOUTH INVESTIGATIONS DIVISION	Youth Investigations	Investigates abuse of minors, sexual abuse, internet-related crimes against minors, and human trafficking; processes all juvenile arrestees; coordinates proactive outreach to community members and youth; directs the School Resource Officer program; and manages the security contract for D.C. Public Schools.	Daily Service
SPECIAL OPERATIONS DIVISION	Special Operations	Provides specialized patrol, tactical, rescue, and security services to the public, businesses, and government in the District.	Daily Service
INTELLIGENCE DIVISION	Intelligence	Works with local and federal partners to assist with intelligence gathering and dissemination relating to	Daily Service

Operations Header	Operations Title	Operations Description	Type of Operations
		crimes that have been committed, or would possibly be committed, within the District of Columbia.	
TACTICAL INFORMATION DIVISION	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 SUPPORT DIVISION	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 UNIT	Executive Protection	Responsible for the security of the Mayor.	Daily Service
PATROL DISTRICTS	School Security	Manages security in all District of Columbia Public and Public Charter Schools and works to reduce juvenile victimization and delinquent behavior.	Daily Service
2 - Provide the highest quality police service with integrity, compassion, and a commitment to innovation. (9 Activities)			
PATROL DISTRICTS	Special Liaison	Provides targeted outreach and specialized response to historically underserved communities.	Daily Service
METROPOLITAIN POLICE ACADEMY	Metropolitan Police Academy	provides training to MPD recruits and MPD-sworn personnel to create a capable, knowledgeable, and professional staff.	Daily Service
STRATEGIC CHANGE DIVISION	Strategic Change	Coordinates strategic planning, government relations, legislative affairs, and performance management.	Daily Service
POLICY AND STANDARDS DIVISION	Policy and Standards	Develops policies and procedures for the department.	Daily Service
OFFICE OF RESERACH AND ANALYTICAL SERV	Research and Analytical Services	Provides research and analytical services to support innovative policing operations and public safety practices.	Daily Service
INTERNAL AFFAIRS DIVISION	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 DIVISION	Diversity and ADA Compliance	Ensures that MPD complies with diversity and ADA requirements and regulations.	Daily Service
EXECUTIVE OFFICE OF THE CHIEF OF POLICE	Executive Office of the Chief of Police	Provides management, oversight, and direction for the agency.	Daily Service
COMMUNICATIONS	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
3 - Improve police service to the public through the integration of the Department's people, technology, and business systems. (6 Activities)			
COURT LIAISON DIVISION	Court Liaison	Coordinates officer appearances related to criminal and traffic cases.	Daily Service
GENERAL SUPPORT SERVICES DIVISION	General Support Services	Provides support for equipment and supply, evidence and property control, reproduction, and fleet services.	Daily Service
HUMAN RESOURCE MANAGEMENT DIVISION	Human Resource Management	Hires, retains, and makes appropriate duty status determinations for sworn personnel.	Daily Service
RECRUITING DIVISION	Recruiting	Conducts outreach to recruit a diverse and highly qualified workforce, and conducts comprehensive	Daily Service

Operations Header	Operations Title	Operations Description	Type of Operations
POLICE BUSINESS SERVICES DIVISION	Police Business	examination and background screening on all prospective applicants.	Daily Service
INFORMATION TECHNOLOGY	Information Technology	Provides services to the public and the criminal justice community by maintaining police records, regulating security officers, and registering firearms.	Daily Service
		Provides strategic IT vision, leadership, and enterprise solutions that advance the Metropolitan Department mission.	Daily Service

2017 Workload Measures

Measure	New Measure/ Benchmark Year	Numerator Title	Units	FY 2014	FY 2015	FY2016 Actual
1 - Patrol Services (1 Measure)						
# of arrests	<input type="checkbox"/>	# of arrests	#	42,384	36,003	
1 - Special Operations (2 Measures)						
# of Explosive Ordinance Disposal Unit call outs for suspicious packages/vehicles & bomb threats	<input type="checkbox"/>	# of Explosive Ordinance Disposal Unit call outs for suspicious packages/vehicles & bomb threats	#	257	195	
# of vehicle crash fatalities	<input type="checkbox"/>	# of vehicle crash fatalities	#	29	17	
1 - Tactical Information (1 Measure)						
# of CCTV recordings retrieved for investigations	<input type="checkbox"/>	# of CCTV recordings retrieved for investigations	#	1,202	1,371	
3 - Court Liaison (2 Measures)						
# of court overtime hours	<input type="checkbox"/>	# of court overtime hours	#	113,193	84,281.5	
# of non-court locally funded overtime hours	<input type="checkbox"/>	# of non-court locally funded overtime hours	#	277,739	334,204	
3 - Human Resource Management (1 Measure)						
# of police officers hired	<input type="checkbox"/>	# of police officers hired	#	269	281	
3 - Police Business (1 Measure)						
# of applications for firearm registrations processed for individuals (excludes security agencies and law enforcement officers)	<input type="checkbox"/>	# of applications for firearm registrations processed for individuals (excludes security agencies and law enforcement officers)	#	1,236	1,628	

2017 Strategic Initiatives

Strategic Initiative Title	Strategic Initiative Description	Proposed Completion Date
COMMUNICATIONS (1 Strategic Initiative-Operation Link)		
Expand outreach efforts for communities	The Department will expand communication outreach efforts through increased video production on crime information and department related matters. This content will be shared through social media, website, press releases and list serves to the many communities across the District. Additionally, we will increase content provided in foreign languages.	09-30-2017
CRIMINAL INVESTIGATIONS DIVISION (2 Strategic initiative-operation links)		
	In efforts to reduce intimate partner violence in the lesbian, gay, bisexual, and transgender (LGBT) community, the Department, in	09-30-2017

Strategic Initiative Title	Strategic Initiative Description	Proposed Completion Date
Reduce domestic violence incidents in the LGBT community	conjunction with the Mayor's Office of LGBT and Questioning Affairs, will focus its partnership with the LGBT community to increase awareness and provide outreach materials and resources to victims of intimate partner violence.	
Reduce domestic violence in households with repeat incidents	In FY17, the Department will work with community advocates to target services to repeat domestic violence locations. The members of these households will be contacted and offered education and resources. Furthermore, the Department's PSA lieutenants, Community Outreach Coordinators, and Victim Services Unit will work closely with apartment/condo owners and homeless shelters to communicate with those at risk.	03-31-2017
EXECUTIVE OFFICE OF THE CHIEF OF POLICE (2 Strategic initiative-operation links)		
Conduct research evaluation on body-worn camera	The Metropolitan Police Department is committed to deploying the body-worn camera (BWC) program in a manner that ensures continued evaluation and development. In FY17, the Department and a team of national researchers will analyze the impact of the BWCs on issues such as citizen complaints and use of force. The lessons and findings of this research will benefit DC residents, our police force, and law enforcement agencies and other jurisdictions that are also considering the use of BWCs.	09-30-2017
Initiate a mobile Community Engagement Academy	The Department will launch a Mobile Community Engagement Academy, which will provide insight into police operations and the role police officers face every day. This initiative will be hosted by individual houses of worship, offering groups of 20-30 participants and empowering members of the community to engage with the crime they are seeing in their neighborhoods. The initiative will include key themes of the full-length Community Engagement Academy and take the effort on the road to individual houses of worship engaging with parishioners about crime and violence in their neighborhood, in an one eight-hour training session. This program will foster stronger community relations, greater reach into the public, and an increased dialogue regarding police and community relations.	03-31-2017
INFORMATION TECHNOLOGY (1 Strategic Initiative-Operation Link)		
Deploy Kronos to automate time and attendance	Kronos is an automated time and attendance system that will replace the existing TACIS program. The new program is efficient in capturing officer work hours and managing leave and personnel resources. Moreover, it will alleviate the need for time attendance clerks, which will put more officers back on the street.	03-31-2017
INTERNAL AFFAIRS DIVISION (2 Strategic initiative-operation links)		
Expand community outreach regarding police use of force	The MPD strives to ensure that all allegations of use of force are investigated thoroughly and impartially. The Department will host community meetings to help educate citizens on how the Department handles use of force investigations including its principles, policies, and training programs. This open forum meeting will also allow citizens to share concerns and ask questions.	03-31-2017
Transform police use of force within MPD	Over the past 18 months and in partnership with law enforcement leaders around the nation, MPD has been actively engaged in redefining how police think about and train on use of force. In FY17, MPD will be implementing the new use of force principles, policies, and training to emphasize necessity and proportionality in response	09-30-2017
METROPOLITAN POLICE ACADEMY (2 Strategic initiative-operation links)		
Implement a reality/scenario-based training	The Department will Increase the overall effectiveness and professionalism of the agency by implementing a more reality or scenario based training with actual participants from events. In FY17, all recruit classes will receive the new scenario-based education.	03-31-2017
Expand the Field Training Program	The Field Training Program is designed to continue training after members graduate the academy and are assigned to a police district. The program provides on-the-job, practical training to ensure that officers at the Metropolitan Police Academy apply their newly acquired skills and knowledge when working in the	09-30-2017

Strategic Initiative Title	Strategic Initiative Description	Proposed Completion Date
	community. In FY16, MPD developed a revised training model that better leverages best practices in adult learning. In FY17, MPD will deploy this improved and modernized Field Training Program.	
NARCOTICS & SPECIAL INVESTIGATIONS DIV. (1 Strategic Initiative-Operation Link)		
Develop a joint-agency campaign with the Department of Health that educates the public and other partner agencies about the risks of use and exposure to fentanyl	Nationwide, local and federal law enforcement are becoming more aware of the sometimes fatal risk of the use or handling of fentanyl. The Department will work with the Department of Health (DOH) to provide more information about sound practices to professionals who may come in contact with fentanyl. The DOH will develop a campaign to inform the public about the risks.	06-30-2017
PATROL DISTRICTS (1 Strategic Initiative-Operation Link)		
Implement cell-phone theft and synthetic drug-use awareness campaigns for youth	Thefts involving cell phone and synthetic drug-use are activities frequently committed by at-risk youth who may not be aware of the consequences. The Department interacts with at-risk youth every day, in schools, through home visits, and through a wide variety of programs engaging youth from elementary through high school. The Department will incorporate into its many programs with youth an awareness campaign educating youth the dangers and consequences of these criminal activities.	03-31-2017
RECRUITING DIVISION (1 Strategic Initiative-Operation Link)		
Recruiting	MPD will continue to seek to focus on developing a pool of qualified potential police officers from the District by working to expand its cadet program and pre-cadet efforts. The cadet program is an important opportunity for youth in DC to set them on a path to the middle class while supporting the goal of having District residents employed in the public safety sector. Police cadets must have graduated from a District high school. They are employed by MPD in civilian positions working about 20 hours a week, rotating through a variety of assignments to gain a breadth of knowledge about the Department. In addition to paying the cadets for their work, the MPD covers their tuition at the University of the District of Columbia (UDC). MPD is seeking to expand the reach of the program by: <ul style="list-style-type: none"> Engaging parents and guardians in early planning for youth to participate in the cadet program through targeted outreach. Launching a Public Safety Academy, in partnership with Anacostia High School, to provide students with exciting curricula, work-based learning, and college-credit opportunities to advance their knowledge of the criminal justice system and allow them to explore various careers in law enforcement. Proposing legislation to expand the eligibility criteria for cadets, changing the maximum age of program participants from 20 years of age to 24 years of age. 	09-30-2017
SPECIAL OPERATIONS DIVISION (1 Strategic Initiative-Operation Link)		
Improve officer processing for traffic tickets	MPD will enhance officers' ability to effectively and efficiently prepare and issue traffic Notices of Infraction through an application supported by smart phones issued to every officer who has a body-worn camera. This enhancement will automate ticket preparation, both reducing processing time and improving accuracy.	09-30-2017
STRATEGIC CHANGE DIVISION (1 Strategic Initiative-Operation Link)		
Launch a web-based resource for DC law enforcement or security professionals	The Department will launch a web page for law enforcement or security professionals working in DC on DC laws and regulations. The web page will be updated weekly with news or answers to questions on issues such as new or frequently misunderstood laws. This will also allow the Department to post new trainings or teletypes.	09-30-2017

Strategic Initiative Title	Strategic Initiative Description	Proposed Completion Date
TACTICAL INFORMATION DIVISION (2 Strategic initiative-operation links)		
Improve the City's CCTV network	The Metropolitan Police Department will work with OCTO to upgrade all public safety cameras across the city in a process that will replace aging network components, simplify and speed up the modification process, and develop the ability to transmit high-quality video to multiple locations. Additionally, the process will enhance the existing support systems through incorporating network and datacenter redundancy, adding capabilities for centralized recording, expanding from a crime camera system to a city security system, and facilitating the secure sharing of cameras with other regional and DC-based agencies as needed.	09-30-2017
Expand and grow MPD's real-time analysis and critical response capabilities through the development of the Joint Strategic and Tactical Analytical Command Center (JSTACC)	The Metropolitan Police Department will merge its 24/7 situational and critical response center, operational and strategic crime analysis unit, and investigative support unit to form one overarching center known as the Joint Strategic and Tactical Analytical Command Center (JSTACC). The newly developed JSTACC will utilize cutting-edge technology and data-driven approach to identify crime patterns and disseminate timely and accurate information to proactively prevent and address crime in real time. In the event of a priority incident or emergency, JSTACC personnel will circulate pertinent information for situational awareness to responding officers, detectives, officials, and other need-to-know stakeholders.	09-30-2018

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Police Investigations Concerning First Amendment Activities

Policy

It is the policy of the Metropolitan Police Department (MPD) that investigations involving unlawful activity conform to the guarantees of the Constitution and that care be exercised in the conduct of those investigations so as to protect constitutional rights, and that matters investigated be confined to those supported by a legitimate law enforcement purpose.

To prevent criminal activity conducted under the guise of First Amendment activities and criminal acts of civil disobedience threatening public safety or the security of the city, MPD must, at times, initiate investigations in advance of unlawful conduct. It is important that such investigations not be based on activities protected by the First Amendment. MPD members may not investigate, prosecute, disrupt, interfere with, harass, or discriminate against any person engaged in First Amendment activity for the purpose of punishing, retaliating, preventing, or hindering the person from exercising his or her First Amendment rights.

The Metropolitan Police Department (MPD) is compliant as to section 208(a) of the Police Investigations Concerning First Amendment Act of 2004 (Act), effective April 13, 2005 (D.C. Law 15-352, D.C. Official Code § 5-333.01 *et seq.*) to govern investigations and preliminary inquiries involving First Amendment activities, including the authorization, conduct, monitoring, and termination of investigations and preliminary inquiries, and the maintenance, dissemination, and purging of records, files, and information from such investigations and preliminary inquiries. And that policies do not apply to criminal investigations or inquiries that do not involve criminal activity conducted under the guise of First Amendment activities.

In Brief

In compliance with the Police Investigations Concerning First Amendment Act of 2004 (Act), effective April 13, 2005 (D.C. Law 15-352, D.C. Official Code § 5-333.01 *et seq.*) the Chief of Police shall annually prepare a report on the MPD's investigations and preliminary inquiries involving First Amendment activities. The report shall be transmitted to the Mayor and Council and a notice of its publication shall be published in the District of Columbia Register. The report shall include, at a minimum,

- (1) The number of investigations authorized;
- (2) The number of authorizations for investigation sought but denied;
- (3) The number of requests from outside agencies, as documented by forms requesting access to records of investigations conducted pursuant to this subchapter;
- (4) The number of arrests, prosecutions, or other law enforcement actions taken as a result of such investigations; and
- (5) A description of any violations of this subchapter or the regulations issued pursuant to this subchapter, and the actions taken as a result of the violations, including whether any officer was disciplined as a result of the violation.

General Question 23

As such, the Department has collected the following data concerning these types of investigations conducted from January 1 through December 31, 2015.

The number of Investigations Authorized:	0
The number of Authorizations for Investigation Sought but Denied:	0
The number of requests from outside agencies:	0
The number of arrests, prosecutions or other law enforcement actions taken as a result of such investigations:	0
Any violations of the regulations issued pursuant to this, and the actions taken as a result of the violations, including whether any officer was disciplined as a result of the violation.	N/A

Evaluation

During 2015 MPD did not receive any reasonable information that indicated any facts or circumstances that reasonably indicated that an unlawful act has been, was being, or was to be committed during any First Amendment activities that would require an investigation.

The MPD will continue its policy that investigations involving any criminal activity conform to the guarantees of the Constitution and that care is exercised in the conduct of those investigations so as to protect constitutional rights, and that matters investigated are confined to those supported by a legitimate law enforcement purpose.

ADVERSE ACTION CLOSURES DURING CALENDAR YEAR 2015

RANK	Violation	CONDUCT	PENALTY	FINAL DISPOSITION	RACE	GENDER
Commander	Negligent Use or Loss of MPD Equipment	LOSS OF MPD EQUIPMENT (BADGE)	UP TO 3 DAYS SWOP	8 HOURS LEAVE FORFEITURE	Black	Male
Captain	Prejudicial Conduct	FAIL TO PROPERLY SUPERVISE SUBORDINATES REGARDING NEXT OF KIN NOTIFICATIONS	1 DAY SWOP	1 DAY HELD FOR 12 MONTHS	Black	Male
Captain	Prejudicial Conduct	G.O. 201.26-REPEATEDLY REFERRED TO SUBORDINATE IN A UNPROFESSIONAL MANNER	15 DAYS SWOP	2 DAYS SWOP & 3 DAYS HELD	Hispanic	Male
Lieutenant	AWOL	FAIL TO REPORT FOR DUTY AFTER BEING CLEARED AT PFC	5 DAYS SWOP	2 DAYS HELD IN ABEYANCE FOR 12 MONTHS	White	Male
Lieutenant	Prejudicial Conduct	FAILED TO REVIEW BODY WORN CAMERA PRIOR TO COMPLETING AN INVESTIGATION	6 DAYS SWOP	1 DAY SWOP, 2 DAYS LEAVE FORFEITURE & 3 DAYS HELD	Black	Female
Lieutenant	Prejudicial Conduct	OVERLAPPING HOURS (MPD & PART-TIME)	3 DAYS SWOP	3 DAYS SWOP	Black	Female
Lieutenant	Failure to Obey Orders/Directives	OUTSIDE EMPLOYMENT VIOLATION-WORKED W/O DOING 8 HOURS AFTER SICK LEAVE	3 DAYS SWOP	3 DAYS SWOP	Black	Female
Lieutenant	Failure to Obey Orders/Directives	SUBMITTED PD 140 & WAS COMPENSATED BY MPD FOR OUTSIDE EMPLOYMENT ARREST	25 DAYS SWOP, SUSP. F/ OUTSIDE EMPLOY FOR 1 YR & REVIEW	10 DAYS HELD & REPAYMENT OF MONEY EARNED	White	Male
Lieutenant	Neglect of Duty	FAIL TO FOLLOW-UP REGARDING STATUS OF PRISONERS TAKEN INTO CUSTODY	UP TO 3 DAYS SWOP	1 DAY HELD IN ABEYANCE	Black	Female
Lieutenant	Failure to Obey Orders/Directives	FAIL TO NOTIFY THE DEPARTMENT OF OFF-DUTY LAW ENFORCEMENT ACTIVITY	15 DAYS SWOP	15 DAYS SWOP	White	Male
Lieutenant	Failure to Obey Orders/Directives	IMPROPER CONDUCT WITH A SUBJECT WHILE IN A OFF-DUTY STATUS	UP TO 3 DAYS SWOP	2 DAYS SWOP-MEMBER FAILED TO FILE AN APPEAL	White	Male
Lieutenant	Prejudicial Conduct	FAIL TO PROPERLY SUPERVISE SUBORDINATES REGARDING NEXT OF KIN NOTIFICATION	1 DAY SWOP	8 HOURS LEAVE FORFEITURE	White	Male

RANK	Violation	CONDUCT	PENALTY	FINAL DISPOSITION	RACE	GENDER
Lieutenant	Prejudicial Conduct	NEGLECT HIS WATCH COMMANDER DUTIES AND FAIL TO FULLY FORTHRIGHT WHEN QUESTIONED	11 DAYS SWOP	11 DAYS SWOP	Black	Male
Lieutenant	Insubordination	FAIL TO FOLLOW DIRECTIVES FROM SUPERVISORS	UP TO 5 DAYS SWOP	2 DAYS SWOP	Black	Male
Sergeant	Conduct Unbecoming	INAPPROPRIATE POSTING ON SOCIAL MEDIA WHICH VIEWERS COMPLAINED TO BE VIOLENT & THREATENING	10 DAYS SWOP + 1 DAY FROM DRB# 521-13	6 DAYS SWOP	White	Male
Sergeant	Conduct Unbecoming	INAPPROPRIATE POSTING ON SOCIAL MEDIA WHICH VIEWERS COMPLAINED TO BE VIOLENT & THREATENING	10 DAYS SWOP + 1 DAY FROM DRB# 521-13	6 DAYS SWOP	White	Male
Sergeant	Failure to Obey Orders/Directives	G.O. 201.26-CHOOSE AN OFFENSIVE ACRONYM FOR A NEW UNIT & USED IN A EMAIL	1 DAY SWOP	1 DAY SWOP	White	Male
Sergeant	Failure to Obey Orders/Directives	G.O. 201.21-WORK LIMITATION VIOLATION & FAIL TO NOTIFY OF SUCH	UP TO 4 DAYS SWOP	1 DAY HELD IN ABEYANCE	Black	Female
Sergeant	Failure to Obey Orders/Directives	WORKED OVERTIME WHILE IN A LIMITED DUTY STATUS	2 DAYS SWOP	8 HOURS LEAVE FORFEITURE & 1 DAY HELD	Black	Female
Sergeant	Failure to Obey Orders/Directives	G.O. 301.03-ENGAGED IN AN UNAUTHORIZED VEHICLE PURSUIT	UP TO 10 DAYS SWOP	1 DAY HELD IN ABEYANCE FOR 12 MONTHS	White	Male
Sergeant	Neglect of Duty	FAIL TO FOLLOW-UP IN A TIMELY MANNER REGARDING INVESTIGATIVE CASE LOAD	UP TO 10 DAYS SWOP	3 DAYS SWOP, 2 DAYS HELD & 8 HOURS LEAVE FORFEITURE	Black	Male
Sergeant	Prejudicial Conduct	FAIL TO BE FORTHRIGHT REGARDING DUTY STATUS FROM LIMITED DUTY TO FULL DUTY	10 DAYS SWOP	24 HOURS LEAVE FORFEITURE & 7 DAYS HELD IN ABEYANCE	Black	Female
Sergeant	Prejudicial Conduct	FAIL TO BE AVAILABLE FOR AN DISCIPLINE MATTER WHILE ON SICK LEAVE	UP TO 6 DAYS SWOP	6 DAYS SWOP + 5 DAYS FROM DRD# 763-14=11 DAYS SWOP	Black	Female
Sergeant	Insubordination	CONTRAVENED A STANDING DIRECT ORDER	17 DAYS SWOP	7 DAYS SWOP & 5 DAYS HELD	Black	Female
Sergeant	Failure to Obey Orders/Directives	G.O. 602.1-IMPROPER SEARCH OF A VEHICLE & OFFENSIVE LANGUAGE	2 DAYS SWOP	2 DAYS SWOP	Black	Male
Sergeant	Insubordination	FAIL TO FOLLOW DIRECTIVE REGARDING CDU ASSIGNMENTS--CHANGED ASSIGNMENTS W/O PERMISSION	15 DAYS SWOP	15 DAYS SWOP	White	Male

RANK	Violation	CONDUCT	PENALTY	FINAL DISPOSITION	RACE	GENDER
Sergeant	Neglect of Duty	FAIL TO CONDUCT A THOROUGH SEARCH FOR A GUN/GUN FOUND BY HOMEOWNER AFTER POLICE LEFT	15 DAYS SWOP	10 DAYS SWOP & 5 DAYS HELD	White	Male
Sergeant	Neglect of Duty	FAIL TO PROPERLY SUPERVISE THE SCENE OF A CHILD WHOSE PARENT WAS ARRESTED	5 DAYS SWOP	2 DAYS SWOP & 3 DAYS HELD	Black	Male
Sergeant	Insubordination	FAIL TO COMPLETELY FOLLOW A DIRECT ORDER	UP TO 5-10 DAYS SWOP	24 HRS LEAVE FORFEITURE & 2 DAYS HELD	Black	Male
Sergeant	Failure to Obey Orders/Directives	G.O. 401.01/FAIL TO PROPERLY CLASSIFY ARREST PAPERWORK	UP TO 3 DAYS SWOP	1 DAY HELD IN ABEYANCE	Black	Male
Sergeant	Failure to Obey Orders/Directives	G.O. 304.06/INAPPROPRIATE LANGUAGE IN THE BODY OF A INCIDENT SUMMARY SHEET	OFFICIAL REPRIMAND TO 1 DAY SWOP	8 HOURS LEAVE FORFEITURE COMBINED W/ DRB# 159-15	Black	Female
Sergeant	Insubordination	FAIL TO FOLLOW SUPERVISOR'S DIRECTIVE & BE FORTHRIGHT ABOUT TASK GIVEN	20 DAYS SWOP + 1 DAY HELD FROM DRB# 098-15	20 DAYS SWOP & 1 DAY CONTINUE TO BE HELD FROM DRB# 098-15	Black	Female
Sergeant	Failure to Obey Orders/Directives	G.O. 304.06/FAIL TO INSTRUCT MEMBERS TO MAINTAIN CUSTODY OF A VEHICLE INVOLVED IN AN ASSAULT	UP TO 5 DAYS SWOP	8 HOURS LEAVE FORFEITURE/COMBINED W/ DRB# 098-15	Black	Female
Sergeant	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (RADIO)	12 DAYS SWOP	5 DAYS SWOP & 5 DAYS HELD	Black	Male
Sergeant	Failure to Obey Orders/Directives	FAIL TO IMMEDIATELY REPORT THE LOSS OF EQUIPMENT	12 DAYS SWOP	5 DAYS SWOP & 5 DAYS HELD	Black	Male
Sergeant	Conduct Unbecoming	MADE AN INAPPROPRIATE & OFFENSIVE POSTING ON SOCIAL MEDIA (FACEBOOK)	UP TO 4 DAYS SWOP	1 DAY SWOP & 3 DAYS HELD	Black	Female
Sergeant	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (IDENTIFICATION & BADGE)	UP TO 4 DAYS SWOP	8 HOURS LEAVE FORFEITURE & 3 DAYS HELD	White	Male
Sergeant	Failure to Obey Orders/Directives	FAIL TO OBTAIN APPROVAL TO CHANGE MEMBER'S TOUR OF DUTY FOR AN OVERTIME DETAIL	5 DAYS SWOP	2 DAYS SWOP & 3 DAYS HELD	White	Male
Sergeant	Failure to Obey Orders/Directives	G.O. 201.09-FAIL TO HANDLE A SUBORDINATES COMPLAINT OF HARASSMENT	5 DAYS SWOP	8 HOURS LEAVE FORFEITURE & 5 DAYS HELD	Black	Male
Sergeant	Failure to Obey Orders/Directives	G.O. 201.26/MEMBER MADE INAPPROPRIATE REMARKS TO SUSPECT DURING ARREST	UP 1 DAY SWOP	1 DAY HELD IN ABEYANCE	White	Male

RANK	Violation	CONDUCT	PENALTY	FINAL DISPOSITION	RACE	GENDER
Sergeant	Neglect of Duty	FAIL TO FULLY INVESTIGATE A CONFISCATED BB GUN ON SCHOOL PROPERTY	15 DAYS SWOP	5 DAYS SWOP & 10 DAYS HELD	White	Male
Sergeant	Prejudicial Conduct	FAIL TO REPORT TO WORK DURING AHOD/CHANGED SCHEDULE WITHOUT PERMISSION	3 DAYS SWOP	1 DAY SWOP & 1 DAY HELD	White	Male
Sergeant	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (BADGE)	3 TO 5 DAYS SWOP	8 HOURS LEAVE FORFEITURE & 2 DAYS HELD	Black	Male
Sergeant	Conduct Constitutes Crime	ARRESTED FOR FAILING TO YIELD RIGHT OF WAY TO A PEDESTRIAN	18 DAYS SWOP	13 DAYS SWOP-CHARGE #2 SPEC #1 DISMISSED	Black	Male
Sergeant	Failure to Obey Orders/Directives	OUTSIDE EMPLOYMENT VIOLATION & INAPPROPRIATE MESSAGES POSTED ON SOCIAL MEDIA	2 DAYS SWOP	2 DAYS HELD IN ABEYANCE	Black	Male
Sergeant	Conduct Constitutes Crime	ARRESTED ON FELONY WARRANTS FOR OBTAINING PRESCRIPTIONS DRUGS BY FORGERY	TERMINATION	MEMBER TERMINATED ON DRB# 505-14	White	Male
Sergeant	Conduct Constitutes Crime	ARRESTED FOR OBTAINING DRUGS BY WAY OF FORGERY/ALTERED PRESCRIPTIONS	TERMINATION	TERMINATED	White	Male
Sergeant	Prejudicial Conduct	LEFT DUTY ASSIGNMENT WITHOUT PERMISSION	3 DAYS SWOP + 1 DAY HELD F/ DRD # 099-15	2 DAYS SWOP	Black	Female
Sergeant	Insubordination	DISRESPECTFUL TOWARDS AN OFFICIAL & FAIL TO REPORT MISCONDUCT	12 DAYS SWOP	6 DAYS SWOP	Black	Female
Sergeant	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (SAM BROWNE, FLASH LIGHT, CHARGER, HANDCUFFS, OC SPRAY, VEST, & 2 MAG)	3 DAYS SWOP	1 DAY HELD & 16 HOURS LEAVE FORFEITURE	Black	Female
Sergeant	AWOL	FAIL TO REPORT FOR SCHEDULED DUTY & MAKE PROPER NOTIFICATIONS (1 DAY)	UP TO 2 DAYS SWOP	8 HOURS LEAVE FORFEITURE & 1 DAY HELD	Black	Female
Sergeant	Conduct Unbecoming	USED EXCESSIVE MEANS TO DISCIPLINE STEP CHILD	5 DAYS SWOP	5 DAYS HELD FOR 12 MONTHS	Black	Male
Sergeant	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT-LEFT GLOCK IN VEHICLE & IT WAS STOLEN	15 DAYS SWOP	10 DAYS SWOP & 5 DAYS HELD	White	Male
Sergeant	Failure to Obey Orders/Directives	IMPROPER STORE OF SERVICE WEAPON IN VEHICLE	15 DAYS SWOP	10 DAYS SWOP & 5 DAYS HELD	White	Male

RANK	Violation	CONDUCT	PENALTY	FINAL DISPOSITION	RACE	GENDER
Desk Sergeant	Untruthful Statement	FAIL TO BE TRUTHFUL AND PROVIDED INFORMATION WHEN QUESTIONED AT IAD	TERMINATION	TERMINATED	Black	Female
Desk Sergeant	Fraud in appt. or falsification of records	SUBMITTED PD 1130 FOR OVERTIME SHE DIDN'T WORK AND WAS COMPENSATED (4 HOURS)	TERMINATION	TERMINATED	Black	Female
Detective	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (HAT, CAP PLATE & PANTS)	UP TO 5 DAYS SWOP	1 DAY HELD	Black	Male
Detective	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (BADGE)	3 TO 5 DAYS SWOP	8 HOURS LEAVE FORFEITURE & 2 DAYS HELD	Black	Male
Detective	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (RADIO)	10 DAYS SWOP	3 DAYS LEAVE FORFEITURE & 7 DAYS HELD	White	Male
Detective	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (BADGE)	5 DAYS SWOP	3 DAYS HELD IN ABEYANCE	Black	Male
Detective	Neglect of Duty	FAIL TO PROPERLY INVESTIGATE INDECENT EXPOSURE CASE	15 DAYS SWOP	15 DAYS SWOP	Black	Male
Detective	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (BADGE)	3 TO 5 DAYS SWOP	3 DAYS HELD	White	Male
Detective	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (RADIO)/RECOVERED	UP TO 2 DAYS SWOP	2 DAYS HELD IN ABEYANCE	White	Male
Detective	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (I.D.) RECOVERED-2ND VIOLATION	1 TO 5 DAYS SWOP	8 HOURS LEAVE FORFEITURE	Black	Female
Detective	Neglect of Duty	FAIL TO CONDUCT A THOROUGH SEARCH FOR A GUN/GUN FOUND BY HOMEOWNER AFTER POLICE LEFT	15 DAYS SWOP	10 DAYS SWOP & 5 DAYS HELD	Black	Male
Detective	Neglect of Duty	FAIL TO PROPERLY HANDLE A DOMESTIC VIOLENCE CASE & FOLLOW-UP WITH THE COMPLAINANT	13 DAYS SWOP	13 DAYS SWOP	Black	Male
Detective	Neglect of Duty	FAIL TO CONDUCT AN INVESTIGATION IN A TIMELY MANNER	UP TO 5 DAYS SWOP	5 DAYS SWOP	Black	Male
Detective	Neglect of Duty	FAIL TO INVESTIGATE A ROBBERY CASE & CONDUCTED A IMPROPER SHOW-UP	15 DAYS SWOP	5 DAYS SWOP & 5 DAY HELD	Black	Male

RANK	Violation	CONDUCT	PENALTY	FINAL DISPOSITION	RACE	GENDER
Detective	Off-Duty Alcohol	INTOXICATED OFF-DUTY & IN POSSESSION OF HIS SERVICE WEAPON	13 DAYS SWOP	10 DAYS SWOP & 3 DAYS HELD IN ABEYANCE	White	Male
Detective	Neglect of Duty	FAIL TO FOLLOW-UP WITH AN COMPLAINANT IN AN INVESTIGATON	15 DAYS SWOP	15 DAYS SWOP	Hispanic	Male
Detective	Conduct Unbecoming	MADE A THREATENING PHONE CALL UTILIZING A DEPARTMENT CELL PHONE	5 TO 7 DAYS SWOP	3 DAYS HELD IN ABEYANCE	White	Male
Detective	Conduct Constitutes Crime	FORGE CO-WORKERS SIGNATURES ON PERSONAL LOAN DOCUMENTS WITH THEIR KNOWLEDGE	TERMINATION	TERMINATED	Black	Male
Detective	Conduct Constitutes Crime	ARRESTED, CHARGED & CONVICTED OF DUI AND CARRYING SERVICE WEAPON WHILE INTOXICATED	35 DAYS SWOP	25 DAYS SWOP	White	Male
Detective	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (BADGE)	UP TO 2 DAYS SWOP	16 HOURS LEAVE FORFEITURE	Black	Male
Master Patrol Officer	Failure to Obey Orders/Directives	FAIL TO PROPERLY HANDLE SEIZED EVIDENCE	8 DAYS SWOP	1 DAY SWOP, 2 DAYS LEAVE FORFEITURE, 2 DAYS HELD	White	Male
Master Patrol Officer	Neglect of Duty	FAIL TO TAKE ACTION WHEN APPROACHED BY A CITIZEN	UP TO 10 DAYS SWOP	3 DAYS SWOP & 2 DAYS HELD IN ABEYANCE	White	Male
Investigator	Conduct Constitutes Crime	ARRESTED FOR DOMESTIC ASSAULT AGAINST WIFE	TERMINATION	TERMINATED	Black	Male
Investigator	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (CAP PLATE)	UP TO 5 DAYS SWOP	1 DAY HELD IN ABEYANCE	Asian	Male
Investigator	Failure to Obey Orders/Directives	FAIL TO REPORT THE LOSS IN A TIMELY MANNER AS REQUIRED	UP TO 5 DAYS SWOP	1 DAY HELD IN ABEYANCE	Asian	Male
Investigator	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (BADGE)	1 TO 3 DAYS SWOP	1 DAY HELD IN ABEYANCE	Black	Male
Investigator	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (CAP PLATE)	UP TO 5 DAYS SWOP	1 DAY HELD IN ABEYANCE	White	Male

RANK	Violation	CONDUCT	PENALTY	FINAL DISPOSITION	RACE	GENDER
Investigator	Failure to Obey Orders/Directives	G.O. 901.07-FAIL TO PROPERLY SECURE SERVICE WEAPON	3 DAYS SWOP	1 DAY HELD IN ABEYANCE	Black	Female
Officer	Conduct Constitutes Crime	ARRESTED IN DC FOR LEAVING AFTER COLLIDING & FLEEING AFTER AN ACCIDENT (POLICE PURSUIT)	TERMINATION	TERMINATED	Black	Male
Officer	Prejudicial Conduct	FAIL TO DOCUMENT CORRECT CHECK IN TIME ON SIGN-IN SHEET	3 DAYS SWOP	8 HOURS LEAVE FORFEITURE & 2 DAYS HELD	White	Male
Officer	Failure to Obey Orders/Directives	G.O. 110.11-IMPROPER WEARING OF BODY ARMOR	15 DAYS SWOP	10 DAYS SWOP & 5 HELD	White	Female
Officer	Prejudicial Conduct	ACTED IN AN INAPPROPRIATE MANNER & FAIL TO RESPOND TO AN ASSIGNMENT	UP TO 5 DAYS SWOP	2 DAYS SWOP & 1 DAY HELD	Black	Female
Officer	Insubordination	ACTED IN AN UNPROFESSIONAL MANNER WHEN DEALING WITH AN OFFICIAL	10 DAYS SWOP	8 HOURS LEAVE FORFEITURE & 9 DAYS HELD	Black	Male
Officer	Insubordination	FAIL TO FOLLOW SERGEANT'S DIRECTIVE & BECOME LOUD AND BELLIGERENT WHEN QUESTIONED	15 DAYS SWOP + 1 DAY SWOP FROM DRB# 679-14	16 DAYS SWOP	Black	Male
Officer	Insubordination	FAIL TO FOLLOW OFFICIAL'S DIRECTIVE WITH REGARDS TO GETTING PAPERWORK SIGNED-OFFICIAL SHOPPING	13 DAYS SWOP	13 DAYS SWOP	Black	Male
Officer	Failure to Obey Orders/Directives	CHARGED APO WITHOUT APPROVAL & CONDUCTED AN ARREST WITHOUT PROBABLE CAUSE	10 DAYS SWOP	10 DAYS SWOP	Black	Male
Officer	Neglect of Duty	IMPROPER SEARCH OF A PRISONER	8 DAYS SWOP	8 HOURS LEAVE FORFEITURE & 7 DAYS HELD	White	Male
Officer	AWOL	FAIL TO REPORT TO THE PFC FOR SICK CALL AFTER BEING DIRECTED	16 DAYS SWOP	8 DAYS SWOP & 8 DAYS HELD IN ABEYANCE	White	Male
Officer	Insubordination	FAIL TO FOLLOW DIRECTIVE & GO BACK IN SERVICE WITH THE DISPATCHER	6 DAYS SWOP	24 HOURS LEAVE FORFEITURE & 3 DAYS HELD	Black	Male
Officer	Conduct Constitutes Crime	GRABBED WIFE'S ARM DURING AN VERBAL ALTERCATION (DOMESTIC)	TERMINATION	5 DAYS SWOP	Black	Male

RANK	Violation	CONDUCT	PENALTY	FINAL DISPOSITION	RACE	GENDER
Officer	Conduct Unbecoming	FAIL TO COOPERATE WITH AN AGENT OF THE TAXICAB COMMISSION	24 DAYS SWOP + 5 DAYS HELD FROM DRB# 161-14	29 DAYS SWOP	Black	Male
Officer	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (BADGE)	UP TO 5 DAYS SWOP	16 HOURS LEAVE FORFEITURE & 1 DAY HELD	Black	Male
Officer	Prejudicial Conduct	FAIL TO PROVIDE IDENTIFYING INFORMATION	5 DAYS SWOP	3 DAYS SWOP & 3 DAYS HELD	Black	Female
Officer	Conduct Constitutes Crime	ARRESTED IN LAS VEGAS FOR DUI AND RECKLESS DRIVING	30 DAYS SWOP	30 DAYS SWOP--MEMBER FAIL TO FILE AN APPEAL	Black	Male
Officer	Conduct Constitutes Crime	ARRESTED & PLED TO TRANSPORTING A HANDGUN	TERMINATION	TERMINATED	Black	Male
Officer	Conduct Constitutes Crime	ARRESTED FIR DUI & RECORDED ON THE SCENE BEING DISREPECTFUL AND USING PROFANITY	33 DAYS SWOP	23 DAYS SWOP & 10 DAYS HELD IN ABEYANCE	Black	Female
Officer	AWOL	FAIL TO REPORT TO DUTY DURING A SPECIAL DETAIL	UP TO 2 DAYS SWOP	8 HOURS LEAVE FORFEITURE	Black	Female
Officer	Conduct Constitutes Crime	ARRESTED & PLEAD GUILTY TO DWI	31 DAYS SWOP	31 DAYS SWOP	Hispanic	Male
Officer	Insubordination	FAIL TO FOLLOW DIRECT ORDER GIVEN BY OFFICIALS-REGARDING RIDING WITH SGT ALL DAY	27 DAYS + 3 DAYS HELD FOR DRB# 694-13	15 DAYS SWOP	Black	Male
Officer	Prejudicial Conduct	FAIL TO BE FORTHRIGHT WHEN QUESTIONED	27 DAYS + 3 DAYS HELD FOR DRB# 694-13	15 DAYS SWOP	Black	Male
Officer	Neglect of Duty	SLEEPING ON DUTY WHILE ON THE MAYOR ELECTS RESIDENCE	10 DAYS SWOP	3 DAYS SWOP & 2 HELD	Black	Male
Officer	AWOL	FAIL TO REPORT FOR CDU DETAIL TOUR OF DUTY (8 HOURS)	1 DAY SWOP	8 HOURS LEAVE FORFEITURE	Black	Male
Officer	Conduct Unbecoming	TOOK A FAMILY MEMBER'S CELLPHONE & REFUSED TO GIVE IT BACK-RETURNED PHONE AFTER BEING ORDER	5 DAYS SWOP	1 DAY SWOP & 4 DAYS HELD	Black	Female
Officer	Failure to Obey Orders/Directives	G.O. 502.01-FAI TO SECURE PRISONER	UP TO 3 DAYS SWOP	3 DAYS SWOP	Black	Male
Officer	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (OC SPRAY)	1 DAY SWOP + 1 DAY F/ DRD# 717-14	8 HOURS LEAVE FORFEITURE	Black	Male
Officer	Failure to Obey Orders/Directives	PREVENTABLE ACCIDENT (2 POINTS)	3 DAYS SWOP	8 HOURS LEAVE FORFEITURE & 1 DAY HELD (3RD ACCIDENT)	Black	Male

RANK	Violation	CONDUCT	PENALTY	FINAL DISPOSITION	RACE	GENDER
Officer	Failure to Obey Orders/Directives	FAIL TO NOTIFY DISPATCHER OF PURSUIT AND TERMINATE WHEN DIRECTED BY THE WATCH COMMANDER	20 DAYS SWOP	3 DAYS SWOP & 7 DAYS HELD	White	Male
Officer	Failure to Obey Orders/Directives	UNJUSTIFIED VEHICLE PURSUIT IN MD	20 DAYS SWOP	3 DAYS SWOP & 7 DAYS HELD	White	Male
Officer	Negligent Use or Loss of MPD Equipment	LOSS OF MPD EQUIPMENT (SERVICE WEAPON) OF ANOTHER MEMBER- IMPROPER STORING IN LOCKER	1 DAY SWOP	8 HOURS LEAVE FORFEITURE	Black	Male
Officer	Untruthful Statement	FAIL TO BE TRUTHFUL WHEN QUESTIONED	TERMINATION	MBR TERMINATED-CASE SENT TO COP OFFICE	Black	Male
Officer	Negligent Use or Loss of MPD Equipment	LOSS OF MPD EQUIPMENT (SERVICE WEAPON & CONFIDENTIAL FUNDS)	TERMINATION	MBR TERMINATED-CASE SENT TO COP OFFICE	Black	Male
Officer	AWOL	FAIL TO REPORT FOR DUTY AS ASSIGNED	10 DAYS SWOP	5 DAYS SWOP & 5 DAYS HELD IN ABEYANCE	Black	Female
Officer	Failure to Obey Orders/Directives	PREVENTABLE ACCIDENT (5 POINTS)	2 DAYS SWOP	1 DAY SWOP & 1 DAY HELD	White	Male
Officer	Failure to Obey Orders/Directives	PREVENTABLE ACCIDENT (5 POINTS)	5 DAYS SWOP	4 DAYS SWOP	White	Male
Officer	Failure to Obey Orders/Directives	OPERATED HIS TAKE-HOME CRUISER IN AN UNSAFE MANNER WITH A FEMALE ON THE HOOD	15 DAYS SWOP	15 DAYS SWOP	Black	Male
Officer	Prejudicial Conduct	BRUNG DISCREDIT TO THE AGENCY-MISCONDUCT VIDEOTAPED & PLACED ON A SOCIAL MEDIA WEBSITE	15 DAYS SWOP	15 DAYS SWOP	Black	Male
Officer	Failure to Obey Orders/Directives	G.O. 501.1-FAIL TO MAINTAIN CONTROL OF A PRISONER LEADING TO A BRIEF ESCAPE	UP TO 10 DAYS SWOP	5 DAYS LEAVE FORFEITURE	Black	Male
Officer	Prejudicial Conduct	MISHANDLED DEPARTMENT ISSUED PROPERTY RESULTING INTO PROPERTY BECOMING DAMAGE	UP TO 5 DAYS SWOP	16 HOURS LEAVE FORFEITURE & 2 DAYS HELD	Black	Male
Officer	AWOL	FAIL TO REPORT FOR SCHEDULED TOUR OF DUTY (7 HOURS)	5 DAYS SWOP (2ND VIOLATION)	5 DAYS HELD IN ABEYANCE	Black	Female
Officer	Negligent Use or Loss of MPD Equipment	LOSS/DAMAGE TO MPD EQUIPMENT (RADIO)	1 DAY SWOP + 5 DAYS HELD FROM DRD# 028-15	6 DAYS SWOP	Black	Female

RANK	Violation	CONDUCT	PENALTY	FINAL DISPOSITION	RACE	GENDER
Officer	Insubordination	FAIL TO FOLLOW SERGEANT'S DIRECTIVE & BECAME ARGUMENTATIVE	15 DAYS SWOP	15 DAYS SWOP	Black	Male
Officer	Negligent Use or Loss of MPD Equipment	LEFT WEAPON ON THE TRUNK OF VEHICLE AND DROVE OF AND FORGOT IT ON THE TRUNK	15 DAYS SWOP	15 DAYS SWOP	Black	Male
Officer	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (I.D.)	3 DAYS SWOP	1 DAY LEAVE FORFEITURE & 2 DAYS HELD	Black	Male
Officer	Failure to Obey Orders/Directives	FAIL TO IMMEDIATELY REPORT & COMPLETE REQUIRED REPORTS OF LOSS	3 DAYS SWOP	1 DAY LEAVE FORFEITURE & 2 DAYS HELD	Black	Male
Officer	Prejudicial Conduct	FPO ISSUED AGAINST MEMBER WHICH PROHIBIT HIM FROM CARRYING A WEAPON (DOMESTIC) WIFE	TERMINATION	10 DAYS SWOP	Black	Male
Officer	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (GAS MASK, FLASHLIGHT & VISIBILITY VEST)	UP TO 2 DAYS SWOP	8 HOURS LEAVE FORFEITURE & 1 DAY HELD IN ABEYANCE	Black	Male
Officer	Conduct Unbecoming	INVOLVED IN A VERBAL ALTERCATION WITH A CO-WORKER WHILE ON A CRIME SCENE	13 DAY SWOP	6 DAYS SWOP & 7 HELD	Black	Female
Officer	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (RADIO)	10 DAYS SWOP	40 HOURS LEAVE FORFEITURE & 2 DAYS HELD	Black	Male
Officer	Failure to Obey Orders/Directives	G.O. 201.26-USED HARSH & DEMEANING LANGUAGE TOWARDS CITIZEN	15 DAYS SWOP + 2 DAYS HELD F/ DRD # 016-15	5 DAYS SWOP & 10 DAYS HELD	Black	Male
Officer	Neglect of Duty	FAIL TO CONDUCT POLICE BUSINESS IN ASSIGNED POLICE DISTRICT	15 DAYS SWOP	15 DAYS SWOP	Black	Female
Officer	Failure to Obey Orders/Directives	FAIL TO CONSTANTLY PATROL BEAT-LEFT CONFINES OF ASSIGNED DISTRICT	15 DAYS SWOP	15 DAYS SWOP	Black	Female
Officer	Failure to Obey Orders/Directives	G.O. 502.01/FAIL TO PROPERLY SEARCH PRISONER & POLICE VEHICLE	UPTO 5 DAYS SWOP	8 HOURS LEAVE FORFEITURE	White	Female
Officer	Conduct Unbecoming	INAPPROPRIATE BEHAVIOR & VERBAL ALTERCATION WITH PROBATIONARY OFFICER	13 DAYS SWOP	5 DAYS SWOP, 5 DAYS HELD & FTO REVIEW BY 4D CMDR	White	Male
Officer	Neglect of Duty	FAIL TO MAINTAIN CONTROL OF A PRISONER (ESCAPED)	UP TO 10 DAYS SWOP	24 HOURS LEAVE FORFEITURE & 7 DAYS HELD	White	Male
Officer	Failure to Obey Orders/Directives	FAIL TO PROPERLY SEARCH A PRISONER (KNIFE, LIGHTER & KEYS) FOUND		1 DAY SWOP	1 DAY SWOP	White Male

RANK	Violation	CONDUCT	PENALTY	FINAL DISPOSITION	RACE	GENDER
Officer	Failure to Obey Orders/Directives	PREVENTABLE ACCIDENT (4 POINTS)	1 DAYS SWOP	MEMBER RETIRED EFF. 12/6/14 PRIOR TO RECEIVING CASE IN DRB	Black	Female
Officer	Failure to Obey Orders/Directives	G.O. 401.01/FAIL TO THOROUGHLY INVESTIGATE A SCENE & TAKE A PROPER REPORT	5 DAYS SWOP	5 DAYS SWOP	Black	Male
Officer	Failure to Obey Orders/Directives	G.O. 201.26-EVADING PERFORMANCE OF DUTY-SHOW LACK OF INTEREST INVOLVING A LOST PROPERTY RPT	18 DAYS SWOP	18 DAYS SWOP	Black	Male
Officer	Conduct Unbecoming	INVOLVED IN A DOMESTIC DISPUTE WITH ROOM MATE	12 DAYS SWOP	5 DAYS SWOP & 7 DAYS HELD IN ABEYANCE	White	Male
Officer	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (IDENTIFICATION)	UP TO 1 DAY SWOP	8 HOURS LEAVE FORFEITURE	Black	Female
Officer	Conduct Constitutes Crime	PREJURY-PROVIDED INCONSISTENT TESTIMONY IN A CRIMINAL CASE INVOLVING A MPD MEMBER	TERMINATION	10 DAYS SWOP RECOMMENDED BY THE AA PANEL	Black	Male
Officer	Failure to Obey Orders/Directives	G.O. 501.07/FAIL TO PROPERLY GUARD A PRISONER (PRISONER ESCAPED)	15 DAYS SWOP	15 DAYS SWOP--MEMBER FAILED TO FILE AN APPEAL	White	Male
Officer	Failure to Obey Orders/Directives	RECEIVED COMPENSATION FROM MPD FROM AN ARREST MADE WHILE WORKING OUTSIDE EMPLOYMENT	25 DAYS SWOP & NO OUTSIDE EMPLOYMENT FOR 1 YEAR	15 DAYS SWOP, 10 DAYS HELD & NO OUTSIDE EMPLOYMENT FOR 6 MONTHS	White	Male
Officer	Failure to Obey Orders/Directives	FAIL TO REPORT & ASSIST DETECTIVE WITH INFORMATION DURING THE INVESTIGATION		TERMINATION RECOMMENDED BY THE PANEL	20 DAYS SWOP	Black Male
Officer	Neglect of Duty	FAILED TO RPT THE (UOF) BY OFCS AT A NIGHT CLUB WHERE SERIOUS INJURIES WERE SUSTAINED BY VICTIM	TERMINATION	20 DAYS SWOP RECOMMENDED BY THE PANEL	Black	Male
Officer	Failure to Obey Orders/Directives	FAIL TO MAINTAIN CONTROL OF INDIVIDUAL	UP TO 10 DAYS SWOP	1 DAY HELD IN ABEYANCE	Black	Male

RANK	Violation	CONDUCT	PENALTY	FINAL DISPOSITION	RACE	GENDER
Officer	Untruthful Statement	FAIL TO TAKE A REPORT REGARDING A INTRA-FAMILY INCIDENT & BE TRUTHFUL WHEN QUESTIONED BY IAD	TERMINATION	20 DAYS SWOP--CHARGE NO. 1-SPEC #1 NOT GUILTY	Black	Male
Officer	Neglect of Duty	FAIL TO TAKE A REPORT REGARDING A INTRA-FAMILY INCIDENT-DURING AN ORM INTEGRITY CHECK	TERMINATION	20 DAYS SWOP--CHARGE NO. 1-SPEC #1 NOT GUILTY	Black	Male
Officer	Failure to Obey Orders/Directives	FAIL TO PROPERLY DOCUMENT A COMPLAINANT CONTACT & TRANSPORT IN MPD VEHICLE	7 DAYS SWOP	8 HOURS LEAVE FORFEITURE & 3 DAYS HELD	Black	Male
Officer	Neglect of Duty	FAIL TO TAKE A REPORT & REPORT THE USE OF FORCE	15 DAYS SWOP	10 DAYS SWOP & 5 DAYS HELD	White	Male
Officer	Failure to Obey Orders/Directives	PREVENTABLE ACCIDENT (6 POINTS)	6 DAYS SWOP	3 DAYS SWOP, 3 DAYS LV FORF, 3 YEARS SUSP. F/ TAKE HOME PROG	Black	Male
Officer	AWOL	FAIL TO REPORT TO WORK AFTER BEING DIRECTED TO DO SO		MBR RESIGNED EFF. 9/18/15 PRIOR TO DISCIPLINE BEING ISSUED	Black	Male
Officer	AWOL	FAIL TO REPORT FOR DUTY AS ASSIGNED	10 DAYS SWOP	5 DAYS SWOP & 3 DAYS HELD IN ABEYANCE	Black	Male
Officer	Insubordination	FAIL TO REPORT TO THE PFC AFTER BEING DIRECTED TO DO SO-MBR HAD NO SICK LEAVE	12 DAYS SWOP + 3 DAYS HELD F/ DRD #213-15	15 DAYS SWOP-MBR FAILED TO FAIL AN APPEAL	Black	Male
Officer	Failure to Obey Orders/Directives	G.O. 501.01/FAIL TO MAINTAIN CUSTODY OF A PRISONER	UP TO 10 DAYS SWOP	1 DAY HELD IN ABEYANCE	Black	Male
Officer	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (RADIO)	10 DAY SWOP	8 HOURS LEAVE FORFEITURE	Black	Female
Officer	Failure to Obey Orders/Directives	OUTSIDE EMPLOYMENT VIOLATION	22 DAYS SWOP & SUSPENDED F/ TAKE HOME & OUTSIDE EMPLOY	22 DAYS SWOP, NO TAKE HOME PROGRAMS & OUTSIDE EMPLOYMENT FOR 1 YEAR	Black	Male
Officer	Prejudicial Conduct	TAKE HOME PROGRAM VIOLATION (RESIDES IN MARYLAND)	22 DAYS SWOP & SUSPENDED F/ TAKE HOME & OUTSIDE EMPLOY	22 DAYS SWOP, NO TAKE HOME PROGRAMS & OUTSIDE EMPLOYMENT FOR 1 YEAR	Black	Male
Officer	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (BADGE)	3 TO 5 DAYS SWOP	1 DAY LEAVE FORFEITURE & 2 DAYS HELD	Black	Male

RANK	Violation	CONDUCT	PENALTY	FINAL DISPOSITION	RACE	GENDER
Officer	Failure to Obey Orders/Directives	G.O. 100.11/FAIL TO NOTIFY COMMAND OFFICIAL OF RETURN TO DUTY STATUS	UP TO 10 DAYS SWOP	5 DAYS SWOP, 16 HOURS LEAVE FORFEITURE & 3 DAYS HELD	Black	Female
Officer	Failure to Obey Orders/Directives	G.O. 901.07 DISCHARGED HIS SERVICE WEAPON TOWARDS A COMPLAINANT	TERMINATION	15 DAYS SWOP-MEMBER FAILED TO FILE AN APPEAL	Black	Male
Officer	AWOL	FAIL TO RESPOND FOR SCHEDULED TOUR OF DUTY (8 HOURS)	UP TO 2 DAYS SWOP	2 DAYS HELD IN ABEYANCE	Black	Male
Officer	AWOL	FAIL TO REPORT FOR SCHEDULED TOUR OF DUTY (EXHAUSTED ALL LEAVE)	2 TO 5 DAYS SWOP	2 DAYS HELD IN ABEYANCE (2ND VIOLATION)	White	Male
Officer	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (RADIO) RECOVERED	UP TO 2 DAYS SWOP	2 DAYS HELD IN ABEYANCE	Black	Male
Officer	Failure to Obey Orders/Directives	IMPROPERLY REPORTED TIME FOR ANOTHER MEMBER INTO THE TACIS SYSTEM	3 DAYS SWOP	1 DAY HELD FOR 12 MONTHS	Black	Female
Officer	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (BADGE)	UP TO 3 DAYS SWOP	16 HOURS LEAVE FORFEITURE & 1 DAY HELD	Black	Female
Officer	Failure to Obey Orders/Directives	G.O. 201.26/VERBAL ALTERCATION WITH TWO PEDESTRIANS	UP TO 10 DAYS SWOP	24 HOURS LEAVE FORFEITURE & 7 DAYS HELD	Black	Male
Officer	Failure to Obey Orders/Directives	G.O. 304.10/IMPROPER STOP & FRISK	5 DAYS SWOP	1 DAY SWOP, 1 DAY LEAVE FORFEITURE, 2 DAYS HELD	Black	Male
Officer	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (ASP)	1 DAY SWOP	1 DAY HELD IN ABEYANCE	Black	Female
Officer	Inefficiency	3 SUSTAINED ADVERSE ACTION WITHIN A 12 MONTH PERIOD	TERMINATION	TERMINATED	Black	Male
Officer	Untruthful Statement	GAVE UNTRUTHFUL STATEMENTS WHEN QUESTIONED	TERMINATION	TERMINATED F/ DRB# 018-15-CHAR #4 N/G-CHARGE #5 5 DAY SWOP	Black	Male
Officer	Failure to Obey Orders/Directives	FAIL TO ASSIST COMPLAINANT WITH REPORT	TERMINATION	TERMINATED F/ DRB# 018-15-CHAR #4 N/G-CHARGE #5 5 DAY SWOP	Black	Male

RANK	Violation	CONDUCT	PENALTY	FINAL DISPOSITION	RACE	GENDER
Officer	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (SERVICE WEAPON)	25 DAYS SWOP	25 DAYS SWOP	Black	Male
Officer	Failure to Obey Orders/Directives	CONSUMING ALCOHOL WHILE INTOXICATED	25 DAYS SWOP	25 DAYS SWOP	Black	Male
Officer	Failure to Obey Orders/Directives	G.O. 201.17-OUTSIDE EMPLOYMENT VIOLATION-RUNNING A BUSINESS WITHOUT APPROVAL	UP TO 5 DAYS SWOP	8 HOURS LEAVE FORFEITURE & 3 DAYS HELD	Black	Male
Officer	Neglect of Duty	FAIL TO MAINTAIN A CRIME SCENE & CHECKED OFF WITHOUT APPROVAL	12 DAYS SWOP	5 DAYS SWOP & 3 DAYS HELD	Black	Female
Officer	Failure to Obey Orders/Directives	PROPERTY VIOLATION-FAIL TO MAINTAIN PROPER CONTROL OF SEIZED PROPERTY	3 DAYS SWOP	3 DAYS SWOP	Black	Male
Officer	Failure to Obey Orders/Directives	PREVENTABLE ACCIDENT (6 POINTS)	4 DAYS SWOP	1 DAY SWOP & 2 DAYS HELD	Black	Male
Officer	Neglect of Duty	SLEEPING ON DUTY DURING AHOD INITIATIVE	UP TO 10 DAYS SWOP	1 DAY HELD	Black	Male
Officer	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (COAT, BADGE & NAMETAG)	UP TO 5 DAYS SWOP	8 HOURS LEAVE FORFEITURE	Black	Female
Officer	Failure to Obey Orders/Directives	PREVENTABLE ACCIDENT (5 POINTS)	3 DAYS SWOP	1 DAY LEAVE FORFEITURE, 1 DAY HELD & 8 HOURS LEAVE FORF.	Black	Female
Officer	Negligent Use or Loss of MPD Equipment	LOSS OF MPD EQUIPMENT (RADIO)	5 DAYS SWOP	2 DAYS SWOP & 3 DAYS HELD	Black	Male
Officer	Conduct Constitutes Crime	ARRESTED IN MONTGOMERY COUNTY FOR DWI OF ALCOHOL	35 DAYS SWOP	25 DAYS SWOP & 10 DAYS HELD	White	Male
Officer	Failure to Obey Orders/Directives	UNJUSTIFIED VEHICLE PURSUIT OVER 100 MPH	20 DAYS SWOP	2 DAYS SWOP & 3 DAYS HELD	White	Male
Officer	Prejudicial Conduct	FAIL TO FOLLOW A SECURITY OFFICER'S DIRECTIVE	15 DAYS SWOP	15 DAYS SWOP--MEMBER FAIL TO FILE AN APPEAL	Black	Male

RANK	Violation	CONDUCT	PENALTY	FINAL DISPOSITION	RACE	GENDER
Officer	Failure to Obey Orders/Directives	UNAUTHORIZED OUTSIDE EMPLOYMENT & SECURING GRATUITIES FOR DISCOUNTED RENT		MEMBER TERMINATED EFF. 7/10/15 ON DRB# 512-14	Asian	Female
Officer	Fraud in appt. or falsification of records	FALSIFIED A PD 42 INJURY REPORT-COMPLETED AND SUBMITTED REPORT PRIOR TO INJURY	TERMINATION	TERMINATED	Asian	Female
Officer	AWOL	FAIL TO REPORT FOR IMF/WORLD BANK CDU DETAIL	UP TO 2 DAYS SWOP	8 HOURS LEAVE FORFEITURE & 1 DAY HELD	Black	Male
Officer	Insubordination	DISPOSED TRASH ON THE GROUND	16 DAYS SWOP	16 DAYS SWOP	White	Male
Officer	Insubordination	USED DEFENSIVE & PROFANE LANGUAGE IN PUBLIC	16 DAYS SWOP	16 DAYS SWOP	White	Male
Officer	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (FLASHLIGHT)	6 DAYS SWOP	8 HOURS LEAVE FORFEITURE	Black	Male
Officer	Neglect of Duty	SLEEPING ON DUTY	15 DAYS SWOP COMBINE W/ DRB# 070-15	15 DAYS SWOP	Black	Female
Officer	Failure to Obey Orders/Directives	FAIL TO COMPLETE REPORT PRIOR TO CHECK OFF	15 DAYS SWOP/COMBINE WITH DRB# 062-15	15 DAYS SWOP	Black	Female
Officer	Neglect of Duty	LEFT DEPARTMENT EVIDENCE CAMERA ON CAR ROOF CAUSING IT TO FALL AND BECOME DAMAGE	UP TO 2 DAYS SWOP	1 DAY HELD IN ABEYANCE	Black	Male
Officer	Conduct Unbecoming	MADE FALSE ACCUSATION WITH MALICE AGAINST FELLOW OFFICER	3 DAYS SWOP	3 DAY SWOP	Black	Male
Officer	Conduct Constitutes Crime	SECRETLY RECORDED EX-WIFE PHONE CONVERSATION WITHOUT HER KNOWLEDGE OR CONSENT	UP TO 3 DAYS SWOP	1 DAY SWOP, 1 DAY HELD & 1 DAY LEAVE FORFEITURE	Hispanic	Male
Officer	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (BODY CAMERA)	5 TO 7 DAYS SWOP	8 HOURS LEAVE FORFEITURE	Black	Female
Officer	Failure to Obey Orders/Directives	PREVENTABLE ACCIDENT	3 DAYS SWOP	3 DAYS SWOP	Black	Male
Officer	Failure to Obey Orders/Directives	G.O. 201.17/UNAUTHORIZED OUTSIDE EMPLOYMENT-MEMBER WORKING BEFORE APPROVAL	3 DAYS SWOP	2 DAYS SWOP & 1 DAY HELD	Black	Male

RANK	Violation	CONDUCT	PENALTY	FINAL DISPOSITION	RACE	GENDER
Officer	Failure to Obey Orders/Directives	POSTED PRIVILEGED & INAPPROPRIATE MESSAGES ON SOCIAL MEDIA (FACEBOOK)	15 DAYS SWOP	10 DAYS SWOP & 5 DAYS HELD IN ABEYANCE	White	Male
Officer	Conduct Unbecoming	DOMESTIC INVOLVED-VERBAL & PHYSICAL ALTERCATION WITH WIFE	5 DAYS SWOP	2 DAYS SWOP & 3 DAYS HELD IN ABEYANCE	White	Male
Officer	AWOL	FAIL TO REPORT FOR SCHEDULED TOUR OF DUTY	1 DAY SWOP	1 DAY SWOP	White	Male
Officer	AWOL	FAIL TO REPORT TO WORK (8 HOURS)	UP TO 2 DAYS SWOP	1 DAY SWOP & 1 DAY HELD	Black	Male
Officer	Conduct Unbecoming	VERBAL ALTERCATION WITH CHILDS MOTHER IN WHICH MEMBER PRECEDED TO KNOCK OVER FURNITURE	TERMINATION COMBINED WITH DRB# 438-14	10 DAYS SWOP & 10 DAYS HELD	Black	Male
Officer	Prejudicial Conduct	FPO ISSUED RESTRICTING MEMBER FROM CARRYING A WEAPON-DUE TO DOMESTIC DISPUTE	TERMINATION	10 DAYS SWOP & 10 DAYS HELD IN ABEYANCE	Black	Male
Officer	Conduct Unbecoming	FORWARDED VIDEOS FROM A CO-WORKERS PHONE TO HIS OWN WITHOUT PERMISSION	10 DAYS SWOP	2 DAYS SWOP, 2 DAYS LEAVE FORFEITURE & 6 DAYS HELD	Black	Male
Officer	Failure to Obey Orders/Directives	FAIL TO PROPERLY HANDLE AND GUARD A PRISONER WHILE ON A HOSPITAL DETAIL	15 DAYS SWOP	7 DAYS SWOP & 8 DAYS HELD	Black	Male
Officer	Prejudicial Conduct	PRE-APPOINTMENT BACKGROUND INVESTIGATION REVEALED MBR ARRESTED & PLED GUILTY FOR RECKLESS DRIVING & IMPERSONATING AN OFFICER WHILE AWAITING RE-INSTATEMENT	TERMINATION	MBR RETIRED ON DISABILITY	White	Male
Officer	Failure to Obey Orders/Directives	PREVENTABLE ACCIDENT (2 POINTS)	PD 750	8 HOURS LEAVE FORFEITURE (2ND ACCIDENT)	Black	Male
Officer	Prejudicial Conduct	ARRESTED FOR DWI WHILE PREVIOUSLY TERMINATED DURING ARBITRATION	30 DAYS SWOP	30 DAYS SWOP	Hispanic	Male
Officer	Insubordination	FAIL TO FOLLOW SERGEANT'S DIRECTIVE & MADE DISRESPECTFUL COMMENTS	15 DAYS SWOP	15 DAYS SWOP-MEMBER FAILED TO FILE AN APPEAL	Black	Male
Officer	Neglect of Duty	SLEEPING ON-DUTY	15 DAYS SWOP	15 DAYS SWOP	Black	Male
Officer	Neglect of Duty	LEFT ASSIGNED POST WITHOUT MAKING PROPER NOTIFICATIONS	15 DAYS SWOP	10 DAYS SWOP & 5 DAYS HELD	White	Male

RANK	Violation	CONDUCT	PENALTY	FINAL DISPOSITION	RACE	GENDER
Officer	AWOL	FAIL TO REPORT FOR SCHEDULED TOUR OF DUTY	3 DAYS SWOP	1 DAY HELD IN ABEYANCE	White	Male
Officer	Failure to Obey Orders/Directives	PREVENTABLE ACCIDENT (6 POINTS)	4 DAYS SWOP	16 HRS LV FORFEITURE & 2 DAYS HELD	White	Male
Officer	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (SERVICE WEAPON & EQUIPMENT)	20 DAYS SWOP	10 DAYS SWOP & 5 DAYS HELD	Black	Male
Officer	Failure to Obey Orders/Directives	FAIL TO MAINTAIN A VALID LICENSE WITHIN THE JURISDICTION	12 DAYS SWOP	5 DAYS SWOP & 5 DAYS HELD	Black	Female
Officer	Prejudicial Conduct	FAIL TO ASSIST AN OFFICER IN THE STATION WITH A PRISONER WITH A GUN	2 DAYS SWOP + 5 DAYS SWOP HELD FROM DRB# 768-14	7 DAYS SWOP	Black	Female
Officer	Prejudicial Conduct		12 DAYS SWOP	5 DAYS SWOP & 5 DAYS HELD	Black	Female
Officer	Insubordination	FAIL TO FOLLOW DIRECT ORDER & BECAME INSUBORDINATE	UP TO 10 DAYS SWOP	8 HOURS LEAVE FORFEITURE	Black	Male
Officer	Failure to Obey Orders/Directives	G.O. 601.01-FAIL TO DOCUMENT & PROPERLY STORE PROPERTY-PROPERTY VIOLATION	10 DAYS SWOP	32 HOURS LEAVE FORFIETURE, 4 DAYS SWOP & 2 DAYS HELD	Black	Male
Officer	Failure to Obey Orders/Directives	PREVENTABLE ACCIDENT (6 POINTS)	4 DAYS SWOP	4 DAYS SWOP	Asian	Male
Officer	Failure to Obey Orders/Directives	PREVENTABLE ACCIDENT (6 POINTS)	4 DAYS SWOP	1 DAY SWOP, 1 DAY LEAVE FORF & 1 DAY HELD	White	Male
Officer	Drug Use	VERIFIED POSITIVE DRUG SCREENING FROM 2 ILLICIT DRUGS (STERIODS)	TERMINATION	TERMINATED	White	Male
Officer	Failure to Obey Orders/Directives	FAIL TO PROPERLY COMPLETE A REPORT INVOLVING A BURGLARY	12 DAYS SWOP + 1 DAY FROM SWOP= 13 DAYS SWOP	6 DAYS SWOP	Black	Male
Officer	Conduct Unbecoming	FAIL TO BE FULLY FORTHCOMING DURING THE INVESTIGATION OF A MISSING JUVENILE	15 DAYS SWOP	15 DAYS SWOP	Black	Male
Officer	Neglect of Duty	SLEEPING WHILE ON DUTY	10 DAYS SWOP	2 DAYS SWOP & 3 DAYS HELD	Hispanic	Female

RANK	Violation	CONDUCT	PENALTY	FINAL DISPOSITION	RACE	GENDER
Officer	AWOL	FAIL TO REPORT FOR DUTY AFTER RECEIVING MEDICAL CLEARANCE FROM MSD	UP TO 5 DAYS SWOP	8 HOURS LEAVE FORFEITURE	White	Male
Officer	Conduct Constitutes Crime	FOUND GUILTY ON 7 COUNTS OF CHILD SEXUAL ABUSE	TERMINATION	TERMINATED	Black	Male
Officer	Conduct Constitutes Crime	CONVICTED & SENTENCED TO 18 YRS IN JAIL FOR LEWD & INDECENT ACTS OF A SEXUAL NATURE W/ MINOR	TERMINATION	TERMINATED	Black	Male
Officer	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (IDENTIFICATION)	5 DAYS SWOP	8 HOURS LEAVE FORFEITURE & 4 DAYS HELD	White	Male
Officer	Untruthful Statement	FAIL TO TAKE A REPORT REGARDING A INTRA-FAMILY INCIDENT & BE TRUTHFUL WHEN QUESTIONED BY IAD	TERMINATION	20 DAYS SWOP + O.R FOR CHARGE #6-SPEC #1	Black	Male
Officer	Neglect of Duty	FAIL TO TAKE A REPORT REGARDING A INTRA-FAMILY INCIDENT-DURING AN ORM INTEGRITY CHECK	TERMINATION	20 DAYS SWOP + O.R FOR CHARGE #6-SPEC #1	Black	Male
Officer	Unnecessary or Wonton Force	USED UNNECESSARY FORCE ON AN ARRESTEE & FAIL TO COMPLETE A UFIR	20 DAYS SWOP	10 DAYS SWOP & 10 DAYS HELD	Black	Male
Officer	Neglect of Duty	FAIL TO BE ATTENTIVE TO CANINE PARTNER CADO-PLACED COLLAR TO TIGHT AROUND CADO'S NECK	15 DAYS SWOP & TRANSFER TO PSSSB	5 DAYS SWOP, 10 DAYS HELD & TRANSFER TO PSSSB	Black	Male
Officer	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (RADIO)	10 DAYS SWOP + 10 DAYS F/DRB# 525-14	6 DAYS SWOP + 10 DAY HELD IN ABEYANCE	Black	Male
Officer	Negligent Use or Loss of MPD Equipment	FAIL TO SECURE A MEMBER'S HANDCUFFS WHILE WORKING IN THE 5D CELLBLOCK	1 DAY SWOP	1 DAY HELD FOR 12 MONTHS	White	Male
Officer Male	Failure to Obey Orders/Directives	DIRECTED A CITIZEN TO LEAVE AREA THAT WAS VIDEOTAPING A POLICE INVOLVED INCIDENT	TRAINING AT MPD ACADEMY	15 DAYS SWOP &	10 DAYS SWOP & 5 HELD	White
Officer	Prejudicial Conduct	LEFT POST WITHOUT PERMISSION & COMPROMISED SECURITY PROTOCOL AT THE NATIONAL STADIUM	6 DAYS SWOP & TRANSFER TO PSSSB	2 DAYS SWOP, 4 HELD & TRANSFER TO PSB	Black	Male
Officer	Conduct Unbecoming	FAIL TO REPORT TO COURT AS REQUIRED FOR TRIAL (DELAYED COURT PROCEEDINGS)	5 DAYS SWOP	1 DAY SWOP & 2 DAYS HELD	Black	Female

RANK	Violation	CONDUCT	PENALTY	FINAL DISPOSITION	RACE	GENDER
Officer	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (BADGE, NAME TAG, & SHIRT)	UP TO 5 DAYS SWOP	1 DAY HELD IN ABEYANCE	Black	Male
Officer	Failure to Obey Orders/Directives	PREVENTABLE ACCIDENT (2 POINTS)	6 DAYS SWOP	1 DAY SWOP & 3 DAYS HELD IN ABEYANCE (3RD ACCIDENT)	White	Female
Officer	Failure to Obey Orders/Directives	G.O. 502.01/FAIL TO MAINTAIN CONTROL OF PRISONER WHILE ON HOSPITAL DETAIL	10 DAYS SWOP	5 DAYS SWOP & 2 DAYS HELD	Black	Male
Officer	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (SERVICE WEAPON)	8 DAYS SWOP	3 DAYS LEAVE FORFEITURE & 5 DAYS HELD	Black	Male
Officer	Failure to Obey Orders/Directives	FAILED TO DOCUMENT STOP & FRISK & OUTSIDE EMPLOYMENT VIOLATION	1 DAY SWOP	8 HOURS LEAVE FORFEITURE	Black	Male
Officer	Neglect of Duty	OBSERVED SLEEPING ON DUTY	10 DAYS SWOP	2 DAYS SWOP & 8 DAYS HELD	Black	Male
Officer	Failure to Obey Orders/Directives	FAIL TO REPORT THE USE OF FORCE TO OFFICIAL	TERMINATION	25 DAYS SWOP-RECOMMENDED BY THE PANEL	Black	Male
Officer	Unnecessary or Wonton Force	KICKED A SUSPECT IN UPPER TORSO WHILE IN POLICE CUSTODY	TERMINATION	25 DAYS SWOP-RECOMMENDED BY THE PANEL	Black	Male
Officer	Failure to Obey Orders/Directives	G.O. 502.1/FAIL TO PROPERLY SEARCH A PRISONER (KNIFE, LIGHTER, & KEYS) FOUND ON PERSON	UP TO 1 DAYS SWOP	1 DAY HELD FOR 12 MONTHS	White	Male
Officer	Conduct Constitutes Crime	ARRESTED AND CHARGED WITH SOLICITATION OF PROSTITUTION	TERMINATION	TERMINATED	Black	Male
Officer	AWOL	FAIL TO REPORT TO WORK AND CHANGED DUTY STATUS WITHOUT AUTHORIZATION	15 DAYS SWOP	15 DAYS SWOP	Black	Male
Officer	Conduct Unbecoming	POSTED ON SOCIAL MEDIA (FACEBOOK) INAPPROPRIATE CONTENT	UP TO 3 DAYS SWOP	3 DAYS SWOP	Black	Male
Officer	Failure to Obey Orders/Directives	OUTSIDE EMPLOYMENT VIOLATION & VIOLATION OF WORK LIMITATION HOURS	1 DAY SWOP	1 DAY SWOP	Black	Male

RANK	Violation	CONDUCT	PENALTY	FINAL DISPOSITION	RACE	GENDER
Officer	Prejudicial Conduct	PRE-APPOINTMENT BACKGROUND INVESTIGATION REVEALED MBR ARRESTED IN SEVERAL JURISDICTIONS WHILE AWAITING RE-INSTATEMENT	TERMINATION	TERMINATED	Black	Male
Officer	Failure to Obey Orders/Directives	PREVENTABLE ACCIDENT (2 POINTS)	1 DAY SWOP	1 DAY SWOP	White	Male
Officer	Failure to Obey Orders/Directives	FAIL TO MAINTAIN CONTROL/CUSTODY OF PRISONER	10 DAYS SWOP + 5 DAYS HELD FROM DRB# 269-14	5 DAYS SWOP & 5 DAYS HELD FOR DRB# 269-14	Black	Male
Officer	Conduct Unbecoming	INAPPROPRIATE & UNPROFESSIONAL BEHAVIOR (DOMESTIC)	UP TO 5 DAYS SWOP + 5 DAYS HELD FROM DRB# 471-14	1 DAY SWOP, 2 HELD, 1 DAY LV FORF-5 DAYS CONT'D TO BE HELD	Black	Male
Officer	Failure to Obey Orders/Directives	OUTSIDE EMPLOYMENT VIOLATION	10 DAYS SWOP	3 DAYS LEAVE FORFEITURE & 4 DAYS HELD	Black	Male
Officer	Insubordination	FAIL TO TAKE AN ASSIGNMENT AFTER BEING DIRECTED TO DO SO	10 DAYS SWOP	16 HOURS LEAVE FORFEITURE & 8 DAYS HELD IN ABEYANCE	Black	Male
Officer	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (MOUNTAIN BIKE, HELMET, & TECH KIT)	UP TO 5 DAYS SWOP	24 HOURS LEAVE FORFEITURE & 2 DAYS HELD IN ABEYANCE	Hispanic	Male
Officer	Conduct Constitutes Crime	ARRESTED & INVOLVED IN A PHYSICAL ALTERCATION WITH POLICE BEING CALLED TO THE HOME	TERMINATION	TERMINATED	Black	Male
Officer	Unnecessary or Wonton Force	ASSAULTED A SUBJECT INSIDE THE FOOTLOCKER SHOE STORE	TERMINATION	TERMINATED	Black	Male
Officer	Failure to Obey Orders/Directives	NEGLIGENT USE OF DC GOVERNMENT PROPERTY-USED DEPT VEHICLE OFF-DUTY WITHOUT PERMISSION	9 DAYS SWOP	4 DAYS SWOP, 2 DAYS LV FORF & 3 DAYS SWOP F/ DRB# 436-14	Black	Male
Officer	Failure to Obey Orders/Directives	LEFT SERVICE WEAPON UNSECURED & UNATTENDED IN THE RESTROOM	15 DAYS SWOP	7 DAYS SWOP & 8 DAYS HELD	White	Male
Officer	Negligent Use or Loss of MPD Equipment		15 DAYS SWOP	7 DAYS SWOP & 8 DAYS HELD	White	Male
Officer	Insubordination	FAIL TO FOLLOW DIRECT ORDER REGARDING A TRAFFIC STOP	10 DAYS SWOP	10 DAYS SWOP	White	Male

RANK	Violation	CONDUCT	PENALTY	FINAL DISPOSITION	RACE	GENDER
Officer	Failure to Obey Orders/Directives	UNJUSTIFIED VEHICLE PURSUIT/IN UNSAFE CONDITIONS	23 DAYS SWOP	23 DAYS SWOP-MBR FAILED TO FILE AN APPEAL	White	Male
Officer	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (MOTORCYCLE HELMET)	UP TO 1 DAY SWOP	1 DAY HELD IN ABEYANCE	Hispanic	Male
Officer	Conduct Unbecoming	INAPPROPRIATE CONTACT WITH THE WIFE OF A MAN SHE WAS INVOLVED WITH	10 DAY SWOP	1 DAY SWOP & 2 DAYS HELD	Black	Female
Officer	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (BADGE)	3 TO 5 DAYS SWOP	8 HOURS LEAVE FORFEITURE & 1 DAY HELD	White	Male
Officer	Prejudicial Conduct	SENT INAPPROPRIATE MESSAGES TO A JUVENILE VIA FACEBOOK	TERMINATION	MBR RESIGNED PRIOR TO BEING TERMINATED	Black	Male
Officer	Failure to Obey Orders/Directives	PREVENTABLE ACCIDENT (5 POINTS)	3 DAYS SWOP	8 HOURS LEAVE FORFEITURE & 2 DAYS HELD	Black	Male
Officer	Failure to Obey Orders/Directives	G.O. 502.01/FAIL TO MAINTAIN CONTROL OF A PRISONER & REQUEST ASSISTANCE UPON HIS ESCAPE	UP TO 10 DAYS SWOP	1 DAY HELD IN ABEYANCE	Black	Male
Officer	Failure to Obey Orders/Directives	PREVENTABLE ACCIDENT (6 POINTS)	3 TO 4 DAYS SWOP	8 HOURS LEAVE FORFEITURE & 1 DAY HELD FOR 6 MONTHS	Black	Female
Officer	Neglect of Duty	OBSERVED SLEEPING ON-DUTY BY MEDIA & REFUSE TO GIVE NAME & BADGE NUMBER	11 DAYS SWOP + 1 DAY HELD FROM DRB# 134-15	12 DAYS SWOP	Black	Female
Officer	Failure to Obey Orders/Directives	PREVENTABLE ACCIDENT (6 POINTS)	3 TO 4 DAYS SWOP	1 DAY SWOP, 1 DAY HELD, & 8 HOURS LEAVE FORFEITURE	White	Male
Officer	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (PPE EQUIPMENT)	UP TO 7 DAYS SWOP	1 DAY HELD FOR 30 DAYS	Black	Male
Officer	Failure to Obey Orders/Directives	G.O. 701.01-IMPROPERLY REPORTED/RECORDED TIME-FAIL TO COMPLETE PD 1130'S	3 DAYS SWOP	8 HOURS LEAVE FORFEITURE & 2 DAYS HELD	Black	Male
Officer	Insubordination	FAIL TO PROPERLY HANDLED SEIZED EVIDENCE AS DIRECTED	10 DAYS SWOP	1 DAY SWOP & 1 DAY HELD	Black	Male

RANK	Violation	CONDUCT	PENALTY	FINAL DISPOSITION	RACE	GENDER
Officer	Conduct Constitutes Crime	UNJUSTIFIED USE OF SERVICE WEAPON	TERMINATION	MEMBER RESIGNED EFF. 5/29/14 PRIOR TO RECEIVING CASE IN DRB	Black	Male
Officer	Conduct Constitutes Crime	ARRESTED FOR FELONY THREATS & SIMPLE ASSAULT (DOMESTIC)	TERMINATION	5 DAYS SWOP RECOMMENDED BY THE AA PANEL	Black	Male
Officer	Failure to Obey Orders/Directives	SEATBELT VIOLATION	6 DAYS SWOP	2 DAYS HELD FOR 12 MTHS & VERBAL COUNSELING ON SEATBEALT	Black	Male
Officer	Failure to Obey Orders/Directives	PREVENTABLE ACCIDENT (2 POINTS)	6 DAYS SWOP	2 DAYS HELD FOR 12 MTHS & VERBAL COUNSELING ON SEATBEALT	Black	Male
Officer	Neglect of Duty	FOUND SLEEPING IN LOCKER ROOM	15 DAYS SWOP	7 DAYS SWOP & 8 DAYS HELD IN ABEYANCE	Black	Male
Officer	Conduct Unbecoming	INVOLVED IN A VERBAL ALTERCATION WITH A CO-WORKER WHILE ON A CRIME SCENE	13 DAYS SWOP	8 DAYS SWOP & 5 DAYS HELD	Black	Female
Officer	Failure to Obey Orders/Directives	PREVENTABLE ACCIDENT (4 POINTS)	1 DAY SWOP	8 HOURS LEAVE FORFEITURE	Black	Male
Officer	Negligent Use or Loss of MPD Equipment	LOSS MPD EQUIPMENT (VARIOUS EQUIPMENT)	UP TO 6 DAYS SWOP	3 DAYS SWOP	White	Male
Officer	Failure to Obey Orders/Directives	UNJUSTIFIED VEHICLE PURSUIT-OVER A 100 MPH	20 DAYS SWOP	3 DAYS SWOP & 7 DAYS HELD	Asian	Male
Senior Police Officer	Chapter 16	ARREST WARRANT ISSUED FOR UNREGISTERED AUTO	TERMINATION	MBR RESIGNED EFF 3/1/15 PRIOR TO THE CONCLUSION OF THE CASE	Black	Male
Senior Police Officer	Chapter 16	ASSAULTED A PRISONER IN 1D CELLBLOCK	TERMINATION	MEMBER RESIGNED EFF 3/1/2015 PRIOR TO CONCLUSION	Black	Male
Senior Police Officer	Chapter 16	NEGLECT OF DUTY-SLEEPING ON-DUTY DURING AHOD INITIATIVE	UP TO 9 DAYS SWOP	1 DAY HELD	Black	Male

RANK	Violation	CONDUCT	PENALTY	FINAL DISPOSITION	RACE	GENDER
Senior Police Officer	Chapter 16	NEGLIGENT USE OR LOSS OF MPD EQUIPMENT-LOSS OF MPD EQUIPMENT (HANDCUFFS)	UP TO 1 DAY SWOP	1 DAY HELD FOR 12 MONTHS	Black	Male
Civilian	Chapter 16	ASKED A COLLEAGUE TO ENGAGE IN FRADULENT BEHAVIOR	5 DAYS SWOP	4 HOURS LEAVE FORFEITURE & 4 DAYS HELD IN ABEYANCE	Black	Female
Civilian	Chapter 16	AWOL-FAIL TO REPORT FOR SCHEDULED TOUR OF DUTY	2 DAYS SWOP	1 DAY HELD IN ABEYANCE	Black	Male
Civilian	Chapter 16	MISFEASANCE X 3-DISHONESTY & UNAUTHORIZED USE OF GOVERNMENT RESOURCES	TERMINATION	TERMINATED	Black	Male
Civilian	Chapter 16	MEMBER FAILED TO COMPLETE A TASK AS ORDERED BY AN OFFICIAL	5 TO 9 DAYS SWOP	2 DAYS LEAVE FORFEITURE & 3 DAYS HELD	Black	Female
Civilian	Chapter 16	NEGLECT OF DUTY-FAIL TO ASSIST A CITIZEN WITH A REPORT AS DIRECTED	12 DAYS SWOP	MBR RETIRED EFF. 8/15/15; PRIOR TO THE FINDINGS OF THE CASE	Black	Female
Civilian	Chapter 16	OPERATING A GAMBLING OPERATION WHILE ON DUTY (FOOTBALL POOL)	UP TO 3 DAYS SWOP	1 DAY HELD IN ABEYANCE	Black	Female
Civilian	Chapter 16	FAIL TO OBEY A DIRECT ORDER & ACTED IN AN INSUBORDINATE MANNER	UP TO 9 DAYS SWOP	16 HOURS LEAVE FORFEITURE	Black	Female
Civilian	Chapter 16	USE OF ABUSIVE & OFFENSIVE LANGUAGE	3 DAYS SWOP	8 HOURS LEAVE FORFEITURE & 2 DAYS HELD	Black	Female
Civilian	Chapter 16	PROVIDED MISLEADING INFORMATION REGARDING P-CARD PURCHASES	UP TO 5 DAYS SWOP	5 DAYS SWOP	Black	Female
Civilian	Chapter 16	AWOL-FAIL TO REPORT FOR DUTY AT THE APPOINTED TIME	1 DAY SWOP	8 HOURS LEAVE FORFEITURE	Black	Female
Civilian	Chapter 16	AWOL FOR AN EXTENDED AMOUNT OF TIME (10 CONSECUTIVE WEEKS)	TERMINATION	30 DAYS SWOP	Black	Female
Civilian	Chapter 16	FAIL TO FOLLOW CHAIN OF COMMAND REGARDING LEAVE REQUEST	UP TO 9 DAYS SWOP	4 DAYS HELD IN ABEYANCE	Black	Female
Reserve	Failure to Obey Orders/Directives	G.O. 901.1-IN POSSESSION OF AN UNAUTHORIZED OFF-DUTY WEAPON	TERMINATION	TERMINATED FROM PROGRAM	White	Male

RANK	Violation	CONDUCT	PENALTY	FINAL DISPOSITION	RACE	GENDER
Cadet	Chapter 16	CONDUCT UNBECOMING-LEFT THE SCENE AFTER STRIKING A VEHICLE WITHOUT REPORTING	TERMINATION	MBR RESIGNED EFF. 11/27/15; PRIOR TO RECEIVING CASE IN DRD	Black	Male

General Question #23

Metropolitan Police Department Annual Grievance Report Calendar Year 2015

Step 1 Grievances

Source	Type	Number			
		Granted	Denied	Denied, In part	TOTAL
Corrective Action	Individual		10		10
Discipline	Individual		1		1
Management Rights	Individual		3		3
Pay	Individual		3		3
	Group		1		1
Retaliation	Individual		3		3
Scheduling	Individual		1		1
	Group		8		8
Special Assignment	Individual		1		1
Transfer	Individual		3		1
TOTAL		0	34	0	34

Step 2 Grievances

Source	Type	Number			
		Granted	Denied	Denied, In part	TOTAL
Corrective Action	Individual	2	10	1	13
Discipline	Individual		1		1
Management Rights	Individual		3		3
	Class		2		2
Pay	Individual	2 (Settled)		1	3
	Group		1		1
Retaliation	Individual		3		3
Scheduling	Individual		1		1
	Group		8		8
	Class		5		5
Special Assignment	Individual		1		1
Transfer	Individual		3		3
TOTAL		4	38	2	44

Step 1 Grievances are filed with the member's commander.

Step 2 Grievances are filed with the Chief of Police.

General Question #23

2015 EEO Complaint Report

In calendar year 2015, there were nine (9) internal cases investigated.

The 2015 Internal EEO Case load reflects seven (7) areas of alleged discrimination

- Hostile environment 1
- Sexual harassment: 1
- Race: 1
- Paid Family Leave: 1
- Age: 1
- National Origin: 1
- Sexual Orientation: 1

Note: Some cases had multiple basis and issues raised during complaint.

Case Disposition

- Sustained Misconduct 2
- Mediation/Resolution 3
- Withdrawal 4
- Pending 0



A Report on MPD's Use of

Body-Worn Cameras

October 2016



Cathy L. Lanier
Chief of Police



GOVERNMENT OF THE
DISTRICT OF COLUMBIA
MURIEL BOWSER, MAYOR

Pursuant to the *Body-Worn Camera Regulation and Reporting Requirements Act of 2015*, Title III Subtitle A of the *Fiscal Year 2016 Budget Support Act of 2015* (Act 21-0148), the Metropolitan Police Department (MPD) is required to publish data on its Body-Worn Camera (BWC) program beginning October 2015, and every six months thereafter. This report is provided in compliance with the Act.

Overview of MPD Body-Worn Camera Program

The use of body-worn cameras (BWCs) will benefit members of the community and the Department by improving police services, increasing accountability for individual interactions, and strengthening police-community relations. In October 2014, the Department launched Phase I of the body-worn camera program, focusing on the selection of the best camera model for the members of MPD. After evaluating five different models with a total of 400 cameras, MPD selected models provided by Taser that allow officers to annotate video in the field, without taking officers off the street.

Phase II of the body-worn camera program was launched on June 29, 2015. All of the cameras that had been tested in Phase I were exchanged for 400 of the selected model. These were distributed to the Fifth and Seventh Police Districts, with each receiving 200 new cameras. This deployment was designed by a team of national researchers who will analyze the impact of body-worn cameras on such issues as citizen complaints, use of force, and other measurable outcomes. The lessons and findings of this evaluation will benefit District residents, MPD, and law enforcement agencies and communities across the country that are also considering the use of body-worn cameras.

In March 2016, the Department started Phase III of the body-worn camera program. By June 30, 2016, a total of more than 1,200 body-worn cameras had been deployed. This phase of deployment was designed by the academics conducting the formal body-worn camera study. For Districts 1, 2, 3, 4 and 6, half of all eligible patrol members received a camera by the end of May 2016. The study period will last until December 2016, when the remaining eligible patrol members will receive their cameras.

In addition, the Department was awarded \$1 million by the U.S. Department of Justice to support an expansion of its body-worn camera program. Body-worn cameras are part of President Barack Obama's commitment to build trust and transparency between law enforcement and the communities they serve. The grant to MPD will fund the deployment of approximately 500 BWCs to the MPD Training Academy so that all members participating in training – both new recruits and veteran members – will have an awareness of and increased proficiency with the cameras. Establishing the muscle memory for camera activation is key to the program.

Starting with Phase I, the Department received FOIA requests for body-worn camera videos. Four of five of these initial requests were declined due to the Department's inability to redact the videos at that time due to technical limitations. Once the Council passed legislation in December

2015 addressing issues such as privacy and access, MPD was able to sufficiently define parameters to develop a request for information (RFIs) to survey the industry and understand existing capabilities and cost models. At that time, the Department took a multipronged approach to address the need to redact videos. As a temporary measure, the Department developed a working relationship with a redaction vendor to provide a la carte redactions. As a result of this RFI, the Department is considering different contracting options like blanket purchase agreements (BPA) so as to contract with multiple vendors to provide redaction services.

Response to Reporting Requirements for January 1 through June 30, 2016

Reporting Requirement	Response (Jan 1, 2016 - Jun 30, 2016)
How many hours of BWC recordings were collected?	Hours: 47,409
How many times did BWCs fail while officers were on shift and what were the reasons for the failures?	Incidents of reported BWC failure: 129 <u>Reasons for failure:</u> <ul style="list-style-type: none"> ○ Broken hardware/cords (AXON Flex) ○ Battery charging issues ○ General hardware malfunction
How many times were internal investigations opened for a failure to turn on BWCs during interactions?	Internal investigations ¹ : 103 <ul style="list-style-type: none"> ○ Misconduct Dismissed: 1 ○ Exonerated: 17 ○ Insufficient Facts: 4 ○ Sustained: 80 ○ Unfounded: 1
How many times were BWC recordings used by MPD in internal affairs investigations?	Internal affairs investigations: 286
How many times were BWC recordings used by MPD to investigate complaints made by an individual or group?	Investigatory complaints: 30

¹ With the initial Department wide implementation, there was a greater frequency of failures as members became familiar with the technology. Since that time there has been a steady decrease in sustained cases.

Reporting Requirement	Response (Jan 1, 2016 - Jun 30, 2016)																														
How many body-worn cameras were assigned to each police district and police unit for the reporting period?	<p>As of June 30, 2016 there were 1,242 BWCs assigned, including 827 new BWCs as a result of Phase 3.1 deployment</p> <table><tr><th>UNIT</th><th>#</th></tr><tr><td>1D</td><td>103</td></tr><tr><td>1D1</td><td>36</td></tr><tr><td>2D</td><td>137</td></tr><tr><td>3D</td><td>133</td></tr><tr><td>4D</td><td>97</td></tr><tr><td>4D1</td><td>38</td></tr><tr><td>5D</td><td>196</td></tr></table> <table><tr><th>UNIT</th><th>#</th></tr><tr><td>6D</td><td>112</td></tr><tr><td>6D1</td><td>40</td></tr><tr><td>7D</td><td>175</td></tr><tr><td>Nightlife</td><td>25</td></tr><tr><td>NSID</td><td>19</td></tr><tr><td>MPA</td><td>131</td></tr></table>	UNIT	#	1D	103	1D1	36	2D	137	3D	133	4D	97	4D1	38	5D	196	UNIT	#	6D	112	6D1	40	7D	175	Nightlife	25	NSID	19	MPA	131
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6D1	40																														
7D	175																														
Nightlife	25																														
NSID	19																														
MPA	131																														
How many Freedom of Information Act requests did MPD receive for body-worn camera recordings during the reporting period? What was the outcome of each request, including any reasons for denial?	<p>Eighteen (18) new FOIA requests in this reporting period:</p> <ul style="list-style-type: none">- Closed: 15<ul style="list-style-type: none">o Two: Directed to MPD’s public posting of redacted videos on YouTube.² These videos are from a mayoral release.³o Two: Provided a Google link with their recordingso Seven: No responsive videos foundo Four: Denied due to open investigation- Open: 3<ul style="list-style-type: none">o MPD is working with the vendors to complete these requests.<ul style="list-style-type: none">▪ In one of the open cases, 23 videos have already been posted to MPD’s YouTube channel.																														

² The Department posts redacted recording to the MPD FOIA YouTube channel when a third party (e.g. journalist, non-profit organization, other) requests the recording. These recordings are fully redacted to protect the privacy of those involved. See Metropolitan Police Department Body Worn Camera FOIA Videos at <https://www.youtube.com/channel/UCCKTnjBcRgRHw4XvIs6Jc1Q>

³ The Mayor may, on a case-by-case basis in matters of significant public interest and after consultation with the Chief of Police, the United States Attorney's Office for the District of Columbia, and the Office of the Attorney General, release BWC recordings that would otherwise not be releasable pursuant to a FOIA request. Examples of matters of significant public interest include officer-involved shootings, serious use of force by an officer, and assaults on an officer requiring hospitalization. 24 DCMR § 3900.10 (2016).



A Report on MPD's Use of

Body-Worn Cameras

April 2016



Cathy L. Lanier
Chief of Police



GOVERNMENT OF THE
DISTRICT OF COLUMBIA
MURIEL BOWSER, MAYOR

The *Body-Worn Camera Regulation and Reporting Requirements Act of 2015*, Title III, Subtitle A, of the *Fiscal Year 2016 Budget Support Act of 2015* (Sec. 3004; Act 21-0148), requires the Metropolitan Police Department (MPD, or the Department) to publish data on the Body-Worn Camera (BWC) program beginning October 1, 2015, and every six months thereafter. This report is provided in compliance with the Act.

Overview of MPD Body-Worn Camera Program

The use of body-worn cameras (BWCs) will benefit members of the community and the Department by improving police services, increasing accountability for individual interactions, and strengthening police-community relations. MPD launched Phase I of the body-worn camera program in October 2014, focusing on the selection of the best camera model for the members of the Department. MPD evaluated five models, with a total of 400 cameras. MPD selected Taser models, allowing officers to annotate video in the field, without taking officers off the street.

The Department launched Phase II of the BWC program on June 29, 2015. Two-hundred (200) cameras were distributed to the Fifth and Seventh Police Districts, each receiving 200 new cameras.¹ This deployment was designed by a team of national researchers who will analyze the impact of BWC's on such issues as citizen complaints, use of force, and other measurable outcomes. A majority of the data for the evaluation will be collected in subsequent BWC deployments. The lessons and findings of this evaluation will benefit District residents, the MPD, as well as law enforcement agencies and communities across the country that are also considering the use of body-worn cameras.

On March 15, 2016, MPD launched Phase III of the BWC program. By April 1, 2016, approximately 600 body-worn cameras will be deployed across the Department. By June 2016, the MPD will deploy cameras to half of the eligible members in all seven of the police districts. All remaining eligible patrol district members will receive BWC cameras by the end of 2016. As with phase II, this phase of deployment was designed by the researchers to support a rigorous evaluation model.

The U.S. Department of Justice awarded the District over \$1 million to support the expansion of its body-worn camera initiative, which will enhance the locally funded program. This will fund the deployment of approximately 500 BWCs to the MPD Training Academy. This deployment will support efforts to ensure that all graduating members are proficient with the cameras, as well as relevant policies and law.

The Department has received FOIA requests for body-worn camera videos since the program implementation. The agency was not able to redact four of five of these initial requests due to technical limitations. In December 2016, once the Council passed legislation confirming issues such as privacy and access, MPD was able to sufficiently define parameters to develop a request

¹ Cameras tested in Phase I were exchanged for four hundred (400) of the selected Taser model cameras.

for information (RFIs) to survey the industry and understand existing capabilities and cost models. As a temporary measure, the Department had engaged a redaction vendor to provide redactions on demand. However, this low bidder went out of business in March 2016.

Consequently, MPD is searching for multiple temporary vendors as a stop-gap solution. With the information gained from the RFI, the Department is developing a request for proposals in order to contract with multiple vendors to provide redaction services.

The body-worn camera program demonstrates Mayor Muriel Bowser, and Chief Cathy Lanier's, commitment to building trust between law enforcement and the communities we serve. The Metropolitan Police Department is pleased to be on the forefront of major city police departments deploying cameras.

Data

Response to Reporting Requirements for January 1 through December 31, 2015

Reporting Requirement	January 1 - June 29, 2015	June 30 - December 31, 2015
How many hours of BWC recordings were collected?	4,554 hours	25,021 hours
How many times did BWCs fail while officers were on shift and what were the reasons for the failures?	The reporting system that tracks technology issues indicates there were two BWC incidents that prevented regular functioning of the camera. Both reports indicated an issue with the docking station and the network connection, which interfered with the upload of videos to the video management system. This does not necessarily mean that the officer could not deploy the camera for the tour of duty.	The reporting system that tracks technology issues indicates there were 40 incidents reported that resulted in a BWC failure while an officer was on shift. The reasons for failures include broken hardware or cords, battery charging issues, and general hardware malfunction. With more than 25,000 hours of footage, this is a failure rate of less than 0.2 percent. Including the time when the cameras are deployed but not recording would result in an even lower failure rate.
How many times were internal investigations opened for a failure to turn on BWCs during interactions?	There were four internal investigations. The misconduct was sustained in three cases, and counseling or discipline was issued. The fourth case was found to be justified, within policy.	There were 23 internal investigations with the following dispositions: <ul style="list-style-type: none"> • Exonerated: 9 • Unfounded: 2 • Sustained: 12
How many times were BWC recordings used by MPD in internal affairs investigations?	1	83

Reporting Requirement	January 1 - June 29, 2015	June 30 - December 31, 2015
How many times were BWC recordings used by MPD to investigate complaints made by an individual or group?	0	7
How many body-worn cameras were assigned to each police district and police unit for the reporting period?	In Phase I, which is all that is covered in the reporting period, MPD was evaluating five different camera models. Therefore at any one time, only 18 cameras were deployed to each of the seven districts.	In Phase II, 200 BWC were deployed to 7D and 5D for a total of 400 BWC.
How many Freedom of Information Act requests did MPD receive for body-worn camera recordings during the reporting period? What was the outcome of each request, including any reasons for denial?	<p>Five FOIA requests:</p> <ul style="list-style-type: none"> • Four were denied in full due to privacy (D.C. Official Code § 2-534(a)(2) and (a)(3)(C)) (Unable to redact) • One was closed (Deemed Withdrawn) for failure to furnish identification / authorization. The request for footage was part of a larger request for records of an individual implicating a privacy interest under D.C. Official Code § 2-534(a)(2) and (a)(3)(C). 	<p>Three new FOIA requests in this reporting period, all of which were denied as there were no responsive videos.</p> <ul style="list-style-type: none"> • Three of the five previously closed have been reopened and are being fulfilled. Two of these reopened requests are identical, with 41 responsive videos. As of March 22nd, 12 of these have been redacted. • The third reopened request has 35 responsive videos. As of March 22nd, none of these videos have been redacted. <p>MPD is communicating with these requestors as we try to find new redaction vendors after the closure of the one we had been using.</p>

METROPOLITAN POLICE DEPARTMENT

ANNUAL REPORT



2015

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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 will 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.

GUIDING PRINCIPLES

1. Reduce crime and the fear of crime in the community.
2. Strive to resolve all conflicts peacefully, valuing all human life, and ensuring that any use of force is proportional to the threat faced.
3. Ensure that all allegations of misconduct and uses of force are investigated thoroughly and impartially.
4. Instill a sense of transparency in operations with regular reports and outreach on critical events and community concerns.
5. Sustain a culture of building and sustaining safe neighborhoods by making the relationship between police and neighborhoods paramount — tailoring policing to neighborhoods.
6. Continue to work with other government agencies to address the issues faced by the mentally ill in our communities.
7. Throughout the department, focus on how the MPD can address youth issues
8. Build on what the MPD is doing right by continuously evaluating our strengths and weaknesses and position the MPD to be viewed and respected nationally and internationally as a model for how it serves the community.
9. Build homeland security into the culture of the MPD and the community without creating fear.
10. Fostering a culture of innovation and initiative by leveraging technology .
11. Support our employees as they work to serve the City.
12. Encourage teamwork and leadership at every level of the police department and throughout the community.
13. Emphasize that every MPD employee has the power to influence positive change — and encourage them to improve the service they provide to both the Department and community.
14. Fortify these values by training and educating all of our members in the critical skills of communication, service and conflict resolution.



MESSAGE FROM MAYOR MURIEL BOWSER



MURIEL BOWSER
MAYOR

MESSAGE FROM MAYOR MURIEL BOWSER

Dear Washingtonians:

Like many big cities across the country, the District of Columbia faced challenges in 2015, particularly with a rise in homicides. As your Mayor, I made a significant amount of additional resources available to help reduce and prevent crimes, all toward a goal of ensuring that our residents, visitors, and businesses remain safe and strong.

Our approach to addressing this challenge was to take a number of actions to bolster our police department such as putting more officers on our streets; giving law enforcement more tools to protect our residents; stopping violent criminals from repeatedly victimizing our community; and launching a community partnership strategy to support neighborhoods.

We have also provided financial incentives to encourage police officers to stay on the force and moved officers from their desks to the streets by hiring additional civilians to do administrative tasks. In addition, we have streamlined recruiting and hiring to speed up the process, while maintaining our high standards.

It was also a priority of mine to take immediate actions focused on increasing the safety of our residents and visitors. We worked with our regional and federal law enforcement partners to create a task force that identifies robbery patterns in real-time, providing prosecution of criminals who victimize our neighborhoods, thus getting them off our streets. Additionally, we created a rebate program that reimburses residents and businesses for some of the costs of purchasing security cameras to install on the exteriors of their properties.

Effective community policing also means building trust with residents and visitors. In 2015, we began the process of equipping all patrol officers with a body worn camera to increase accountability and transparency. Our *Youth Creating Change* program partners officers with our youth and young adults to provide mentoring and recreational activities. Our *Community Engagement Academy* offers residents a direct experience of the challenges and rewards that confront our officers on a daily basis. Building on this progress, we will proudly launch a new public safety academy at Anacostia High School in Ward 8 in the Fall of 2016. Working with our partners on the Council and in the Office of the Attorney General, we will look to provide more tools and resources to fight crime and build more trust with the community.

A strong Metropolitan Police Department is vital to the safety and success of the District of Columbia. I commend Chief Cathy Lanier and the sworn and civilian members of MPD for their dedication. Law enforcement agencies across the country look to the District to learn from our best practices. I am proud of the work MPD does every day, and I look forward to building upon the successes of 2015 to make the District of Columbia safer and stronger.

Sincerely,

A handwritten signature in black ink, appearing to read "Muriel Bowser".
Muriel Bowser
Mayor





MESSAGE FROM CHIEF CATHY L. LANIER

The Metropolitan Police Department continues to serve as a model for major city policing across the US. This is perhaps more important now than ever as the nation continues to focus on the role of policing in developing vibrant, safe, and equitable communities. Throughout the year, the dedicated sworn and civilian members of the Department have worked tirelessly to fight crime, connect with the community, and streamline processes through improved technology.


We continue to address crime concerns as they arise, utilizing successful tactics from our past, as well as introducing new initiatives to address issues and concerns as they arise. Members of the Gun Recovery Unit continue to remove guns from the streets before they can be used in a violent crime. Because of our ongoing concern about the sale and abuse of synthetic drugs in the District of Columbia, the Narcotics and Special Investigations Division remains committed to its enforcement. Through new initiatives, like the creation of the Criminal Interdiction Unit, highly-trained members use advanced tactics and techniques to address the ever-changing crime trends and demands of today's policing.

We're strengthening our relationships with community members by inviting people of all ages to participate in a variety of volunteer programs. Interested community members can now get a firsthand look at police operations through our new Community Engagement Academy. Volunteers with the Police Reserve Corps share many of the same responsibility of the full-time sworn members of the MPD and have helped support our policing efforts through regular foot patrols and service as special events.

We've made a concerted outreach effort toward the youth in DC through programs specifically designed to address those at-risk as well as those interested in a future in law enforcement. Influential young people identified as leaders in their neighborhoods are invited to participate in the Youth Creating Change program, designed to address youth violence concerns and develop civic leadership skills. Recent high school graduates who are considering a career in law enforcement are encouraged to apply to the MPD's Cadet Program. Cadets are paid a salary while they attend training sessions at the MPD and attend courses at the University of the District of Columbia to earn the 60 college credits required to become an officer.

We're also using technology to improve police services, increase accountability, and enhance public safety. Through Colbalt, the department's new records management system, members can now easily complete and submit a report while remaining in the field; monitor the progress of an investigation; and collaborate with others on a case in real-time. The MPD's online crime reporting tool has been updated to improve efficiency and reduce the number of reports not meeting the appreciate criteria. Most importantly, our body-worn camera program continues to grow, with all front-facing members expected to be wearing devices by the end of 2016.

I would like to thank the sworn members and civilian staff of MPD for their hard work and professionalism during the past year. I am also grateful for our many partners who work with us to help keep our neighborhoods safe, and for the remarkable residents of the District who inspire our work every day. I look forward to continuing our work together to further our progress.



Cathy L. Lanier

2015 IN REVIEW

Each year, the District of Columbia hosts hundreds of special and historic events. Many of these events involve months of planning; others come about quite unexpectedly. Additionally, the City regularly provides accommodation to dignitaries who come to our Nation's capital for official meetings and events. It also serves as a common backdrop for visitors who travel to DC to celebrate holidays or other special occasions. One thing is certain – the Metropolitan Police Department is there to provide support through it all.

One high-profile event that put the District of Columbia in the spotlight was the September 2015 Papal Visit to Washington, DC. Although Pope Francis only visited Washington, DC for three days, his calendar was full. Members of the MPD worked closely with regional and national organizations not only to ensure the safety of the Pope, but to maintain order and ease traffic congestion during a variety of events, including a meeting at the White House, a parade along Constitution Avenue, the Confer-

ence of Catholic Bishops, and visits to several churches.

While visitors to Washington, DC always contribute to the size and vivacity of this city, the number of residents also grew significantly in the past year, adding just over 1,000 residents a month between July 1, 2014 to July 1, 2015. Between 2010 and 2015, the District's population increased by 11 percent.

Not everything in 2015 was easy, though. High-profile coverage of officer-involved shootings precipitated some civic unrest and distrust of police across the nation. While these incidents helped generate valuable dialogue and fostered efforts to rebuild broken bridges and strengthen police-community relationships, our work is not done. The Metropolitan Police Department, in partnership with law enforcement leaders around the nation, has been actively engaged in redefining how police think about and train on use of force.

In 2008, the MPD implemented customized community policing, an approach that utilizes highly developed advances in evidence

analysis and state-of-the-art information technology combined with a contemporary community policing philosophy. A 2012 article in *Governing* magazine highlighted MPD's shift away from zero-tolerance policing to one that engages and

relies on the community to combat crime. As Chief Lanier stated in that article, "When you're doing zero-tolerance policing, who are you picking up and who are you alienating? Your residents, your victims and your witnesses. [With zero-tolerance policing] they have no respect for the police. They have no reason to speak to the police." By focusing on planning, problem solving and community partnerships, the MPD continues to strengthen these relationships, rather than alienate potential allies in our fight against crime.

At the Metropolitan Police Department, we constantly assess our policies and operations to ensure that they align with our communities' needs. MPD continues to assess and reform our policies and trainings to meet the needs of the community and ensure public safety. This includes a curriculum that addresses implicit bias, procedural justice, police legitimacy, and de-escalation to mitigate use-of-force situations.

A General Order on Unbiased Policing was recently updated to include scenario training related to contemporary issues. Current members are taught about implicit bias; what that means, how to recognize it, and how to deal with it. The members of the MPD -- along with our partners in the criminal justice field, including the courts, prosecutors, probation, and parole officers -- strive to minimize the impact of implicit biases as much as



Assistant Chief Patrick Burke provides members of the Community Engagement Academy an overview of the Metropolitan Police Department

2015 IN REVIEW

possible. MPD has also implemented de-escalation training for sworn members. Recruits average an estimated 24 hours of de-escalation training, while active members receive 10 hours of refresher training during professional development.

Unbiased policing and de-escalation training help foster the “guardianship” concept of policing, which focuses on crime prevention, procedural justice, high standards of professionalism, and building public trust. By using this model, MPD seeks to remove officers from an enforcer mindset and from the potential to place themselves and others in avoidable (and violent) situations. The Department emphasizes communication and collaboration rather than command and compliance, placing greater weight on legitimacy over authority. This shift in mentality requires officers to orient themselves in the community where they serve. MPD is committed to equipping our members with



Members of the Department interact with their community members on a regular basis.

the best possible training, allowing them to understand better community concerns, and be proactive in their relationship building with residents.

Crime in DC

Between 2010 and 2015, the District’s population increased by 11 percent, while violent crime decreased by almost nine percent. Although there was an increase in homicides in 2015, case clo-

sures are also up 44 percent. The MPD’s detectives and related support personnel are committed to keeping these violent and dangerous individuals off the street and bringing closure to families and communities. While the increase in homicides in 2015 received a lot of attention, overall serious crime remained relatively stable, including a seven percent drop in serious sex assaults and a three percent drop in robberies.

EVERYDAY HEROES

MPD OFFICERS JUST DOING THEIR JOB

First District Officers Help Resuscitate Unconscious Individual

On Monday, April 6, 2015, around 2 pm, Officer Topaz Proctor was flagged down by a citizen in the unit block of 15th Street, NE, who said that his friend had passed out in the back seat of his vehicle on his way back home from the Unity Health Clinic.

Officer Proctor noticed that the subject was unconscious, not breathing, and had no pulse. Officer Proctor advised the dispatcher of the situation and requested emergency medical assistance to respond to the scene. Officer Jerome Williams responded and assisted Officer Proc-

tor in performing CPR on the subject, which they did until the ambulance arrived on the scene and took over. While in the ambulance, in route to the hospital, the subject regained consciousness. Thanks to the quick response of both officers, the subject was able to regain consciousness.

2015 IN REVIEW

A Cut Above: Officers in Fifth District Work to Build Community

Officer Hakim Tate begins each work day as a fulfillment of an idea he had when he was just a teen. He knew he wanted to help his neighborhood grow and develop into a place where children could play freely outside and where the community could thrive. He felt that if he became an officer he could do just that — help people imagine how they could help themselves, their family, and improve the conditions of their community. At a recent community outreach event in the PSA 507 Carver Terrance neighborhood, Officer Tate starts by telling the youth how he grew up not too far from Brown School, how he tirelessly works for the community, and how they too can begin to realize ways they can be a part of the continuous improvements in their neighborhood. He reminded them that they have what it takes to fulfill any dream they desire.

The youth call out many thoughts they have of becoming a football player, a fashion designer, or an engineer. It does not matter, says Officer Tate: “If you want to play football or do something even greater, you will need to do good in school and practice, practice, practice.”

The youth were brought together by the school’s assistant principal, the social work staff, and a group of dedicated teachers who recognized these children have great potential — but lack the resources and external push to make it a productive school year.

“They sometimes have a rough week, they may not have all they need, so we try to make them smile and make them laugh,” the Assistant Principal tells Officer Tate during a visit at the school.

Ms. Gebretensae Jorden, owner of a local 7-11, wanted to add on to those smiles and found a way to help the children who entered her store before and after school. She too noticed that they will need something extra to help them through the school year. With the help of Officer Tate, they decided they would begin by helping the youth get through the cold-weather months. They partnered with the school, her customers, and neighbors. Ms. Jorden asked her patrons to drop off a new coat for a neighborhood child. Within weeks, she had collected enough to present to the school.

Officer Tate hopes to remove barriers to learning for the students and wants to make every day a productive and good day. Jordan says, “It makes their day and it makes mine to see them smiling, happy, and ready for school.”

“This is wonderful to see community partners working together. I think it’s just what these kids need,” says Officer Arnita Hamilton, as she fits a youngster with a new coat. Officer Jose Freeman echoes the same sentiment: “There have been some students here in the past who have gone astray, unfortunately. I know for a fact that if they knew someone cared about them and had a positive authority figure present, they would have stayed on the right track.”

The partners hope to provide even more support for the youth in this school year and beyond. They would like to thank the community, neighbors, and friends who volunteered their time and resources for the benefit of the students at Brown Educational Campus.

Officers who assisted with the event and created a caring environment for the youngsters were Officer Hakim Tate, Officer Daniel Levy, Officer Arnita Hamilton, and Officer Jose Freeman.



2015 IN REVIEW

Community Outreach

Community Engagement Academy. In the Summer of 2015, Chief Cathy L. Lanier launched the Department's Community Engagement Academy initiative. This initiative allows interested community members the opportunity to learn firsthand about police operations. Through this initiative, the Department seeks to provide all participants with a personal view of the District's realities and challenges that confront officers on a daily basis.

During the six week training program, participants engage in more than 28 hours of training, tours, discussion, and presentations regarding Departmental policies, practices, and procedures on various police-related issues.

On July 16, 2015, the Department graduated its first cohort with 20 community members from all seven police districts. There are

three cohorts of the Community Engagement Academy held annually (Summer, Fall, and Spring). Participants must undergo a basic background check prior to participation.

Members of the Community Engagement Academy also participated in a discussion regarding law enforcement and society in partnership with the United States Holocaust Memorial Museum.

Bike Patrols. Members of the Metropolitan Police Department's Mountain Bike Unit comprise a highly visible and mobile patrol effort in the District of Columbia. These members can easily connect with people in their communities, but still have the ability to respond quickly to a call for service.



Youth programs are a priority for the MPD.

In October 2015, each police district and the Special Operations Division Mountain Bike Unit received 210 new mountain bikes, which were issued to patrol officers. These bikes are custom built to MPD specifications. They have front and rear interlocking system with flashing red/blue lights, sirens, and ergonomic hand grips for extended patrol hours. The bikes meet all national/international standards for a Public Safety Bicycle.

EVERYDAY HEROES

MPD OFFICERS JUST DOING THEIR JOB

Officers from 2D Rescue Man from Alcohol-Fueled Swim in the Potomac

On Friday, May 1, 2015, Officer Matthew Givens and Officer Jason Jones were actively patrolling in Georgetown. At approximately 8 pm, the officers saw a man drinking on the outside patio of Sequoia. The officers then watched him stand up, take off his shirt, and place it on the table along with his cell phone. He then ran to the pier and dove into the water.

The officers immediately ran to help the man, who was barely staying above the freezing water. Officer Givens reached into the river and pulled the subject out. Officer Jones immediately notified the DC Fire Department to respond to treat the man for possible hypothermia and alcohol poisoning.

When the ambulance arrived, the man

was taken to the hospital for medical evaluation. He was subsequently arrested for Public Intoxication and making illegal contact with the water. The dedication, motivation, and swift reactions displayed by these officers saved the subject from possible harm or death from the Potomac River.

2015 IN REVIEW

Increased foot and bike patrols enable MPD to not only develop closer ties to our community, but also offer tactical advantages that require a more stealthy response. They help officers patrol difficult terrain areas and enhance mobility through such areas as alleys. The bikes allow officers to continue to patrol communities quickly and safely.

Youth Programs. The Youth Creating Change (YCC) Program began in the summer of 2014 as an innovative youth development and public safety program to decrease youth violence and develop positive civic leadership skills. The program is designed to build relationships between the City's youth and police, with the goal of sustained successful relationships. Youth selected

to join YCC are viewed as influential leaders in their neighborhoods. Throughout the four-month program, each team member participates in team building activities, service projects and other positive youth development activities. Youth learn to trust one another and the officers who mentor them. In 2015, YCC engaged more than 90 youth ages 15-20 who were recruited from neighborhoods with heightened levels of crime and victimization. The last session featured 28 young men and women.

In addition to Youth Creating Change, the Metropolitan Police Department supports a number of other exciting and engaging programs that bring members of the MPD together with young people

in our communities. The Reaching New Heights program focuses on empowering, educating, and reinforcing the importance of having a positive attitude while dealing with life choices for at-risk boys. Youth who are under probation supervision may have the opportunity to participate in the Partnership for Success program, which provides high-intensive monitoring and direct intervention and prevention services to youth under probation. The Youth Intervention Prevention program focuses on connecting parents and youth with programs to intervene or assist when problematic behaviors begin to manifest among the youth.

Finally, during the Summer Youth Academy, youth ages 5-13,

EVERYDAY HEROES

MPD OFFICERS JUST DOING THEIR JOB

Familiarity with Patrol Area Help 3D Officers Quickly Close a Burglary Case

On Friday, May 8, 2015, a citizen in the Third District reported a First Degree Burglary. Officer Ernest Manley arrived on the scene and interviewed the complainant, who admitted to leaving his front door open while he was washing his vehicle nearby. When he returned to his home, he discovered an unusual noise coming from his residence. He saw three men running out his front door and heading south on 7th Street, NW. That's when he discovered his cell phone had been stolen.

The complainant told the officers that he had a home surveillance system that might have

captured the incident. While viewing the home surveillance footage, Officer Manley immediately recognized the three suspects as juveniles from his patrol area and he knew where they might be hanging out.

Officers Gregory Hill and Ernest Manley were able to locate the first suspect within two blocks of the offense. The suspect fled on foot, but after a brief foot pursuit, the officers were able to apprehend the suspect without injury. He was positively identified and placed under arrest.

Officer Manley continued to canvass the

neighborhood for the two remaining suspects, while Officer Hill maintained custody of the first suspect. Officer Manley was able to locate and arrest a second suspect, also still in the immediate area. During the interviews with the two suspects, the complainant's cell phone location was ascertained. Both juveniles were charged with First Degree Burglary.

It was due to these officers' knowledge of their PSA that they were able to readily identify the suspects on the surveillance footage and bring a quick resolution to this case.

2015 IN REVIEW



Police Reserve Corps members work the High Heel Race in Dupont Circle.

are taught about leadership, the effects of bullying, and team-building skills. They also engage in activities that aim to increase self-respect, self-esteem, discipline, and respecting authority.

Police Reserve Corps. Members of the Reserve Corps were first deployed on October 31, 1951, to guard fire alarm boxes to prevent the sounding of false alarms on Halloween Night. In 1961, the Reserve Corps was called to duty and sworn in to assist with the inauguration of President John F. Kennedy. Throughout the 1960s, the Reserve Corps was frequently called upon to assist with demonstrations and civil insurgence arising from national tragedies such as the assassinations of President Kennedy, his brother Senator Robert F. Kennedy, and Dr. Martin Luther King, Jr. Today, members of Reserve Corps share many of the same responsibilities of the full-time sworn members of the department. They are committed to community service and are an integral part of the MPD.

During 2015, Reserve Corps Division volunteers contributed

over 34,389 hours of service. This service equates to approximately \$1.3 million in supplemental contributions to the District of Columbia and the Metropolitan Police Department. Although the Reserve Corps ended the year with 66 members (down from 80 the prior year due to mandatory age-based separations, retirements, and resignations), the individual per-member contribution increased on average by 7.6% during 2015. Costs associated with administering volunteer services are greatly outweighed by the significant contributions provided to the Department by volunteers.

The committed volunteers in the Reserve Corps provided police manpower support for more than 105 individual details including the Chinese New Year, National BBQ Battle, High Heel Race, and Halloween Detail.

Members of the corps also continued implementation of the new Reserve Corps Outreach Program (RCOP), where reserve members conducted outreach activities in and outside the city. Members conducted recruiting for both Reserve and Entry-Level applicants.

Volunteer Services. Other volunteer services include the Collegiate Internship Program and the Citizen Volunteer Corps. Each year, the Metropolitan Police De-

partment opens its doors to a talented pool of college and university students and offers them rewarding opportunities for professional development through the Collegiate Internship Program. In 2015, 94 interns participated in the program, contributing over 23,884 hours of service. In addition to the benefits received by the Department, students had a wide range of experience that will set the groundwork for a career in law enforcement. Weekly activities ranged from administrative work, crime analysis, and departmental ride-alongs. Several interns have participated and completed mass applicant processing as a part of their internship to become sworn police officers upon graduation. Additionally, summer 2015 interns participated in a bi-weekly cohort style class which provided insight into juvenile delinquency issues, the hiring process, and tours of MPD facilities and the Office of Unified Communications. These interns gained valuable insight that helped them broaden their exposure to the Law Enforcement community. The Department greatly benefited from the supplemental manpower and the talent brought by these exceptional men and women.

The Citizen Volunteer Corps provides civilians with the opportunity to assist in the daily operations of the Metropolitan Police Department. During 2015, over 20 dedicated Citizen Volunteers worked to provide a collective 6,297 hours

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of community service to the Department. Their service is valued at \$250,998 in supplementary manpower. It should be noted that one volunteer, Mr. John Faye, alone donated over 1,130 hours to the Financial Crimes Unit. During 2015, the Chief of Police met with the Strategic Services Bureau to discuss an expansion of the Citizen Volunteer Corps program. The third cohort of the Citizen Volunteer Corps began training in March 2016.

Police Initiatives

Criminal Interdiction Unit. In March 2015, the MPD announced the creation of the Criminal Interdiction Unit (CIU). This specialized

unit is comprised of highly-trained members who utilize advanced tactics and techniques to face new crime trends and demands of today's policing. The evolution and growing complexity of today's criminal activity requires that the Department seek and employ complex and modern crime-fighting strategies.

CIU members receive substantial training in a variety of critical areas. While the unit does some narcotics enforcement, it is not a drug enforcement unit. Instead, CIU uses a modern approach that targets violence and the complex criminal structure while also taking into account the shifting drug

and criminal organizations. It is at the forefront on how law enforcement identifies and abates crime patterns, removes dangerous offenders, drugs, and illegal weapons from our neighborhoods, and drives down crime in our city.

Gun Recovery Unit. The Gun Recovery Unit (GRU) is a street-level, tactical police unit that focuses on the interdiction and recovery of illegal firearms, and the apprehension of individuals involved in illegal gun crime. One of the primary missions of the GRU is to remove firearms from the streets of the District of Columbia, before they can be used in a violent crime. Members of the

EVERYDAY HEROES

**MPD OFFICERS
JUST DOING THEIR JOB**

Strong Connection to 4D Community Fosters Good Will and Give Officers the Edge in Closing Cases

Officers Leroy Mucci and Jerika Wilson had volunteered to switch their tours to combat emerging crime patterns, specifically around 14th Street and Meridian Place, NW. They made it a priority to engage area residents through face to face communication, emails, and phone calls. This interfacing helped Officer Mucci and Wilson gain real-time information about ongoing neighborhood issues and drug complaints. They have been able to utilize this information to close cases and make several arrests.

Officer Mucci and Wilson responded to a call for a Robbery Force and Violence in the 1300 block of Newton Place, NW. While canvassing, Officer Wilson located the complainant's stolen purse in a nearby alley. Officer Wil-

son accompanied detectives to the check cashing store where the robbery had taken place to view surveillance video. That evening, Officer Wilson found the suspect. With the assistance of other officers, Officer Wilson was able to stop the suspect, positively identified him, and placed him under arrest for the robbery.

Officer Mucci and Officer Wilson have also been working to stop the public smoking of marijuana that has become a nuisance to community members living around 14th Street and Meridian Place, making several arrests for public consumption of marijuana.

Officer Mucci and Officer Wilson also address crime prevention through education and outreach. A resident of PSA 409 recently

wrote a letter to express her appreciation for Officer Mucci and Officer Wilson after they noticed a car running in the driveway with no one inside. She stated that her husband forgot to turn off the car while running inside to get out of the rain. The officers turned off the car and spoke with the residents.

Their hard work and dedication to the betterment of the community has shown not only through arrests and closures, but in the positive feedback from the community. Along with the letter mentioned above, Officers Mucci and Wilson have received numerous positive letters and emails from community members thanking them for the great job they are doing.

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GRU executed 112 search warrants in the District of Columbia in 2015. Information about illegal guns was collected in a variety of ways. Members of the GRU relied on informants, tips from the public through the MPD's tip lines, and street deployments, as well as coordinated efforts with other MPD units and other police departments across the National Capital region. Over the course of the year, the GRU made 289 arrests, of which 192 were firearms-related; recovered 363 firearms and over 10,000 rounds of ammunition; seized 11 vehicles; and recovered narcotics with a total value of more than \$150,000.

Synthetic Drug Enforcement.

Synthetic narcotics are drugs that generally mimic the effects of marijuana and stimulants, and sometimes have a hallucinogenic effect. Because of their "alternative" – and ever-changing – ingredients, synthetic narcotics can oftentimes skirt drug law restrictions and are sometimes found being illegally sold at convenience stores and mini-marts.

The MPD's Narcotics and Special Investigations Division (NSID) began to enforce synthetic narcotic sales in the District of Columbia in March of 2013. NSID used a multi-level approach to disrupt retail sales, street level sales, and the trafficking of synthetic drugs into the District. The DC Department of Consumer and Regulatory Affairs (DCRA) and NSID partnered



The Gun Recovery Unit (GRU) recovered 363 firearms and made 289 arrests in 2015.

to inspect stores suspected of selling synthetic narcotics. These inspections led to the closure of several stores. Additional stores were threatened with the revocation of their business licenses unless they came into full compliance and agreed to cease selling synthetic narcotics. The MPD and Maryland State Police partnered with federal agencies like the Homeland Security Investigations (HSI) and the Drug Enforcement Agency (DEA) to conduct an operation in September 2015 that led to the seizure of 116 kilograms of the synthetic narcotic named "Bizarro." Two individuals were arrested in connection to this case.

NSID also conducts operations targeting subjects selling synthetic drugs at the street level. In 2015, the Narcotics Enforcement Unit made 137 arrests for distribution of synthetic narcotics and recovered over a half kilogram of synthetic

narcotics. The NSID Interdiction Unit conducted 80 store inspections in 2015, which resulted in two store closures and administrative hearings through DCRA on six additional stores.

Missing Persons Unit. There is nothing more frightening to a person than when a loved one is missing. Here in the District of Columbia, the vast majority of missing persons are found and/or returned within a matter of hours, but for those still missing, minutes seems like hours and hours seem like days. The Youth and Family Services Division's Missing Persons Unit (MPU) is the District of Columbia's central location for all Missing Person investigations within the District of Columbia. The MPU is responsible for conducting follow-up investigations of all juvenile and adult missing persons. In addition to missing person follow-up investigations, MPU also investigates all

2015 IN REVIEW

parental kidnapping cases originating within the District of Columbia and coordinates the America's Missing Broadcast Emergency Response (AMBER) program.

At the end of 2015, the MPU received 3,842 Missing Person Reports, 74 percent of which were classified as Critical Missing Person cases for the year. Juveniles are nearly twice as likely than adults to become missing in the District of Columbia. Out of the 3,842 Missing Person Reports received in 2015, 2,425 were juvenile cases. A total of 2,401 of those cases were closed with the juvenile located.

Although there was a three percent increase in reported miss-

ing persons cases compared to 2014, at the conclusion of 2015, 99 percent of those cases were closed. Any case not closed at the end of the year was assigned to MPU detectives and remains classified as an open investigation.

Technology

Cobalt. The Metropolitan Police Department's new records management system, Cobalt, went live in August, 2015, replacing iLEADS. Cobalt is a web-based system that provides users with a layout that is more intuitive and user-friendly than previous applications. Cobalt allows all personnel involved in an investigation to im-

port data into the digital file on that case. Because officers are now able to complete and submit reports in the field, personnel involved in the investigation can collaborate and add information in real time as they discover it. Furthermore, supervisors are able to review and approve or reject reports in a more timely fashion. As a result, more time is spent on solving cases rather than entering cases in the system.

In January of 2016, MPD performed feedback sessions with approximately 150 users to gauge their overall approval of Cobalt and found that the majority of the users were highly satisfied with the new records management system. MPD has seen a significant decrease in the time needed to complete reports compared to the time it took for iLEADS.

Body-Worn Cameras. The use of body-worn cameras (BWCs) can benefit members of the community and the MPD by improving police services, increasing accountability for individual interactions, and enhancing public safety. Since 2014, MPD has implemented three phases to deploy BWCs across the District. Phase one of body-worn cameras started in October 2014, with the deployment of 18 cameras in each patrol districts. In June 2015, phase two deployed 400 cameras split between the Fifth District and Seventh District. In 2015, over 500 members participated in the BWC program, generating over 146,000 videos accounting for nearly 30,000 hours and over 22TB of data.

Missing Persons Unit: Lost and Found

The Youth and Family Services Division's Missing Persons Unit (MPU) received a report of a Critical Missing Person on April 15, 2016. The report noted that a 14-year-old Hispanic female left a note at home indicating that she was being threatened by members of MS-13. The child also reported that she was leaving home because the gang had threatened to kill her and her family.

The Third District established a Command Post and detectives from the Youth and Family Services Division's MPU were deployed to the incident location. An extensive search of the immediate area was conducted. Additional resources were deployed to assist with the investigation. The Technical Support Unit and the Gang Task Force also assisted with the search.

Nearly 24 hours into the investigation, the MPU received a new lead from the Technical Support Unit indicating the possible whereabouts of the missing 14-year-old. The child was tracked to a hotel located in Howard County, Maryland. Not only was this missing child located, but a second child who had also been reported missing was also located at the same location. Both children were in the company of two adult males who subsequently were detained by Howard County Police. Both missing children were returned safely to their families. This is just one example of the Metropolitan Police Department's MPU's excellent and consistent work to serve the citizens of the District of Columbia.

MPD and Body-Worn Cameras



The use of body-worn cameras (BWCs) can benefit members of the community and the Metropolitan Police Department (MPD) by improving police services, increasing accountability for individual interactions, and enhancing public safety. In 2013, MPD began researching the use, purchase, and deployment of BWCs for its police officers. While researching the program, MPD worked with law enforcement agencies across the country that have already deployed BWCs, as well as the independent District of Columbia Office of Police Complaints, the Fraternal Order of Police, the District of Columbia Office of the Attorney General (OAG), and the US Attorney's Office (USAO). The Department also presented the program at community meetings throughout the city and with other stakeholders.

After 18 months of research, MPD launched Phase I of the BWC program on October 1, 2014, to determine the camera model that best suits the needs of the Department and the City. After evaluating five different models, MPD selected a model that would allow officers to annotate video in the field without taking officers off the street. In 2015, Mayor Muriel Bowser included \$5.1 million in her proposed Fiscal Year 2016 budget to fund implementation of a full-scale program to outfit all patrol officers with BWCs.

Phase II of the BWC program was launched on June 29, 2015. During this phase, 400 cameras were evenly distributed to the Fifth and Seventh Police Districts, with each District receiving 200 new cameras. This deployment was designed by a team of national researchers who will analyze the impact of BWC's on such issues as citizen complaints, use of force, and other measurable outcomes. A majority of the data for the evaluation will be collected in subsequent BWC deployments. The lessons and findings of this evaluation will benefit District residents, the MPD, and law enforcement agencies and communities across the country that are also considering the use of body-worn cameras.

In early 2016, MPD launched Phase III of the BWC program. By the end of 2016, all front facing members of the department will be issued a BWC. As with Phase II, this phase of deployment was designed by the researchers to support a rigorous evaluation model.

In addition to the locally funded BWC, in 2015, the Department applied for and was awarded a grant of approximately \$1 million dollars from the U.S. Department of Justice to support the expansion of its body-worn camera program. This will fund the deployment of approximately 500 BWCs to the MPD Training Academy. This deployment will support our efforts to ensure that all graduating members are proficient with the cameras, and relevant policies and law.

The body-worn camera program demonstrates Chief Lanier's commitment to building trust between law enforcement and the communities we serve. The Metropolitan Police Department is pleased to be on the forefront of major city police departments deploying cameras.

2015 IN REVIEW

Citizen Online Reporting Tool.

The Citizens Online Reporting Tool (CORT), which was launched in 2012, offers a way to make quick reports that do not necessarily require a police officer to witness or gather the information. Citizens can report the following types of incidents:

- Lost property
- Lost vehicle tags
- Theft/theft from auto
- Destruction of property
- Damage to property

Citizens continue to take advantage of online reporting. However, due to a decrease in report

Select	Incident Type	Definition	Examples
<input type="checkbox"/>	Damage to Property	Incident where physical damage is caused to your property, but there is not enough information or circumstances to warrant a being reported as a crime. This category excludes damage incurred as a result of a traffic crash.	You park your vehicle in a public garage. When you return a couple days later, there is a large dent in the left back bumper of your vehicle. It is unknown what caused the damage.
<input type="checkbox"/>	Destruction of Property	Incident where someone willfully causes, or attempts to cause, physical destruction of your property. This category excludes damage incurred as a result of a traffic crash.	Someone willfully breaks a window in your garage while you are sleeping in the adjoining house. There are no witnesses to this event.
<input type="checkbox"/>	Lost Property	Personal or commercial property that is lost, missing or misplaced.	You leave your purse somewhere in a convenience store while shopping but do not realize it for several hours.
<input type="checkbox"/>	Lost Tags	Incident where tags (license plates) are lost or missing from a vehicle not due to theft.	You tag out off your motorcycle during a drive to work. You do not notice it until you get home that afternoon.
<input type="checkbox"/>	Theft	The wrongful taking of another's property without force or the threat of force. Excludes thefts of and from motor vehicles (e.g., cars, motorcycles, mopeds, etc.) and robbery/jackpot cases, where someone has taken something from your person. Includes attempts to commit theft also.	A stranger picks up your phone from the counter of a restaurant when you walked away for a couple minutes to speak to a friend. The stranger leaves the store before you notice your phone is gone.
<input type="checkbox"/>	Theft from Auto	Theft of another's property from his/her motor vehicle. Includes attempts to steal property from your vehicle also.	You leave your car unattended during the summer to run into the dry cleaner. You leave the driver's window rolled down. When you return, you find the backpack you left on the front seat missing.

totals in 2015, the MPD modified CORT to improve efficiency and reduce reports not meeting online reporting criteria. CORT now utilizes pre-filing Yes/No questions on the opening page to better ensure the event meets online reporting criteria.

If the event does not meet online reporting criteria, then CORT displays a message directing citizens on how to report the event depending on answers to Yes/No questions. Citizens wishing to file a report that requires police assistance are now directed to a webpage with the information they need to quickly find the closest station.

Staffing and Professional Development

Staffing. The Metropolitan Police Department is currently in the midst of a “retirement bubble” precipitated by the fact that over 1,000 members were hired over the course of 18 months around 1990. As those

EVERYDAY HEROES

MPD OFFICERS JUST DOING THEIR JOB

Officers from 5D Work Together to Capture Carjacking Suspects and Close Multiple Related Cases

On the afternoon of February 12, 2015, a man was pumping gas into his white 2011 BMW when a black BMW pulled up beside him. One of the passengers approached him, produced a handgun, and stated, “Give me your keys.” The complainant handed them over and the subject drove off in the complainant’s vehicle, followed by the black BMW.

About an hour later, the Fifth District dispatcher informed patrol that the white BMW was being tracked by XM satellite and was in the area of the 300 block of Channing Street, NE. Units quickly located the unoccupied vehicle. A short time later, an off-duty officer came across 5D radio to say that a black BMW was

driving recklessly on West Virginia Avenue, NE. Officers Kevin Kentish, Jerry Afari, and Herbert Nicholls, who were in the area, saw the vehicle and attempted a stop. The officers quickly recognized the vehicle to be one taken in an armed carjacking that occurred two days earlier.

The driver of the BMW refused to stop and fled at a high rate of speed, which ultimately led to a collision with a vehicle in the unit block of L Street, NE. When the vehicle then came to a stop, the suspects fled on foot. Luckily, they were captured a short distance away.

During a strategic interview session by Fifth District’s detectives, one of the defend-

ants stated that she and her sister were with the other two defendants when they committed three Theft 1 Stolen Autos and three Armed Carjackings.

Members who contributed to the capture of these suspects and the closure of this case include: Officer Shavaun Ross; Officer Elizabeth Wong; Officer Dominique Carter; Officer Gregory Collins; Officer Caleb Bacon; Officer Kevin Kentish; Officer Jerry Afari; Officer Dante Myles; Officer Devin Smith; Officer Travis Collins; Officer Michael Littlejohn; and Officer Herbert Nicholls.

2015 IN REVIEW

members reach their 25-anniversary mark, many of them are preparing for retirement. While increased levels of retirement present a challenge, the Department and the District have taken specific steps to address these issues. In 2015, the MPD hired 281 sworn members and increased civilian staffing to replace officers in administrative functions and return them to operations. Additionally, the transition of cell block operations to the Department of Corrections was completed, not only moved MPD officers at the Central Cell Block back to operations, but also freed up the equivalent of 12 officers from guarding arrestees at hospitals per night, exactly when our communities most need them on the street. Finally, the Department launched a new record management system that has saved 44 minutes per arrest report and 55 minutes per incident or offense report. Over a full year, this could equal 35,000 hours for arrests and 180,000 hours on incident and offense reporting, or the equivalent of about 110 officers on the street.

In addition to the Department's internal efforts, Mayor Muriel Bowser secured funding in Fiscal Year 2016 to hire additional civilians at MPD and the Department of Forensic Services that will return approximately 75 officers to operations. Mayor Bowser also invested \$2.5 million in a retention program to provide education incentives to officers at the beginning of their career and those about to retire, encouraging them to continue to serve the District.

Professional Development Training. The staff of the Metropolitan Police Academy develops, coordinates, and delivers education and training programs providing Department members with the knowledge and skills required to accomplish the mission of the Department. The Professional Development Training (PDT) Program is designed to refresh and add to the knowledge and skills of MPD members. A total of 3,436 members completed some form of training in 2015. The distance learning modules portion of the Professional Development Training program included 27 modules which resulted in 58,919 of online training hours. Training modules during PDT included Tactical Village scenario training, active shooter training, and LGBT training.

Sworn members also completed Phase I and Phase II of their Firearms Pistol Requalifications. This training re-familiarizes members with the MPD's use of force policy and procedures and gun safety, as well as the cleaning and storage of firearms. Members are required to successfully complete simulated discretionary use of force exercises, which includes scenarios with a de-escalation opportunity and a marksmanship test/course. Phase I includes a basic move and shoot course; in Phase II, multiple targets are incorporated with the emphasis on moving by locating cover and concealment; and judgment and target acquisition when discharging your weapon.

In addition to the PDT and Firearms Requalification Training, all detectives in the MPD's Criminal Investigations Division received eight hours of training on the growing problem of elder abuse—specifically how to recognize the abuse and resources that are available for victims. This training was provided by DC Training and Response for Older Victims (DC TROV), the District's collaborative training and response for older victims.

Future Plans

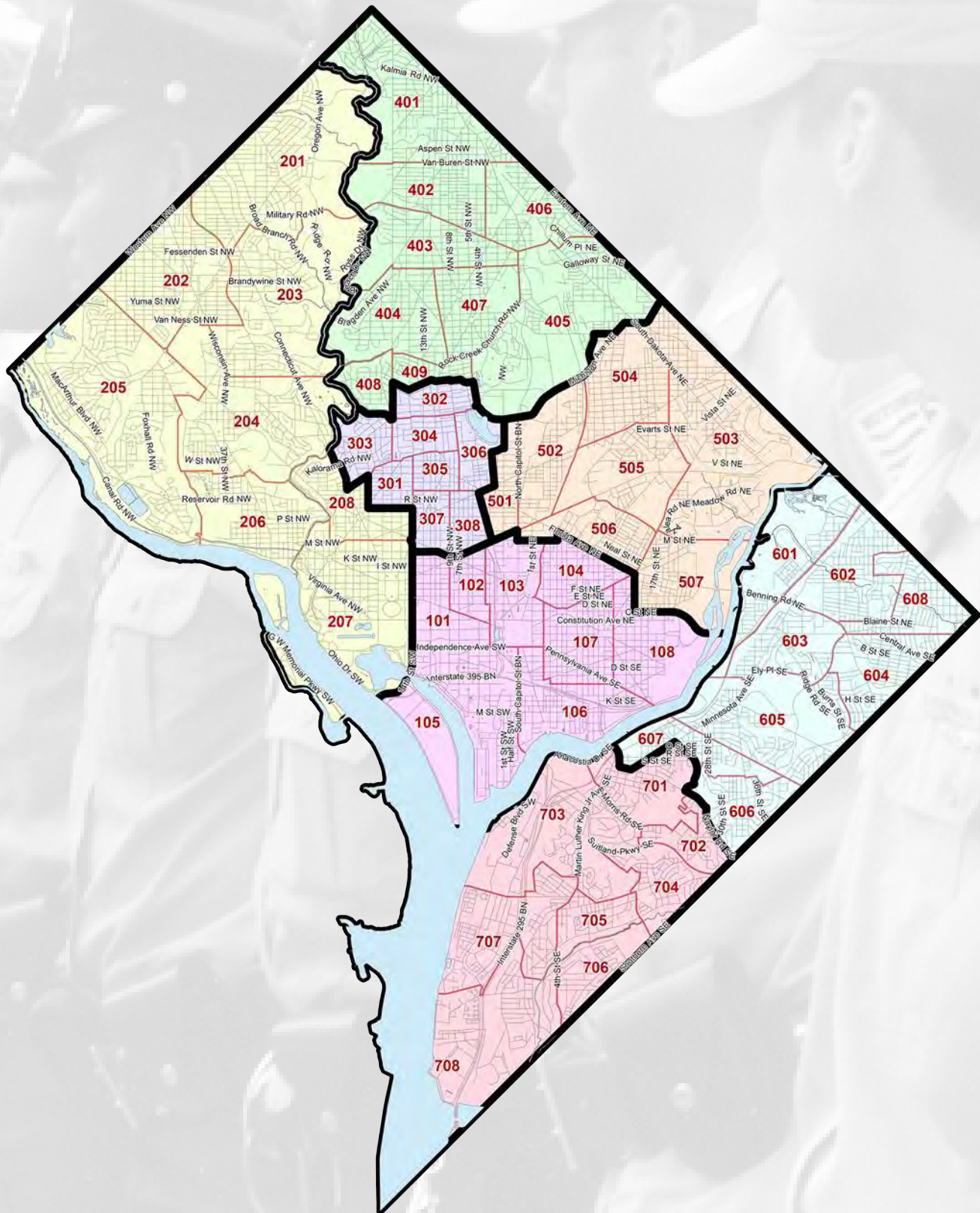
The safety of residents and visitors to the District of Columbia is the Metropolitan Police Department's top priority, but it is equally important to keep an eye toward the future. This future includes improving police services, expanding outreach, and identifying new ways to connect with our communities and especially our youth. Police services will be enhanced through new initiatives, like a multi-agency task force to respond to and investigate robbery crime sprees. Members will be encouraged to continue their service with the MPD through programs like the Police Officer Retention Program. The Department is continuing to improve our communication within the city and strengthen relationships through social media messaging and outreach. Parents will be engaged in early planning to inspire youth to participate in the Police Cadet Training Program.

A background image showing a line of police officers in riot gear, including helmets and shields, standing in formation. The image is faded and serves as a backdrop for the text.

CUSTOMIZED COMMUNITY POLICING AND POLICE PATROLS

MPD provides crime prevention and response through patrols, investigations, and homeland security services. The Patrol Services and School Safety Bureau delivers community policing to the District's neighborhoods through 56 police service areas in seven police districts and oversees the provision of security services to the District of Columbia Public Schools. The Investigative Services Bureau investigates violent, property, and narcotic crimes and provides forensic support for those cases. The Homeland Security Bureau coordinates domestic security and intelligence operations as well as traffic safety and for special events. The Internal Affairs Bureau investigates use of force, potential equal employment opportunity violators, and other complaints against MPD officers and employees. The Strategic Services and Corporate Support Bureaus support the work of the entire department through research, crime analysis, strategic direction, recruitment, hiring and training personnel, fleet management, procurement, and other administrative support services.

CUSTOMIZED COMMUNITY POLICING AND POLICE PATROLS



ORGANIZATION OF THE MPD

CHIEF OF POLICE
Cathy Lanier



CHIEF OPERATING OFFICER (COO)

Executive Director
[Leeann Turner](#)

