



**GOVERNMENT OF THE DISTRICT OF COLUMBIA
OFFICE OF POLICE COMPLAINTS**

February 14, 2018

Sent by Hand Delivery and Electronic Mail (PDF)

The Honorable Charles Allen
Chair, Committee on the Judiciary & Public Safety
Council of the District of Columbia
1350 Pennsylvania Avenue, N.W. Suite 109
Washington, DC 20004

Dear Chairman Allen:

I am writing on behalf of the Office of Police Complaints (OPC) in response to your letter of January 31, 2018, in which you asked that OPC submit answers to your questions in advance of the annual performance oversight hearing for this agency on February 22, 2018. Included below are responses to each question.

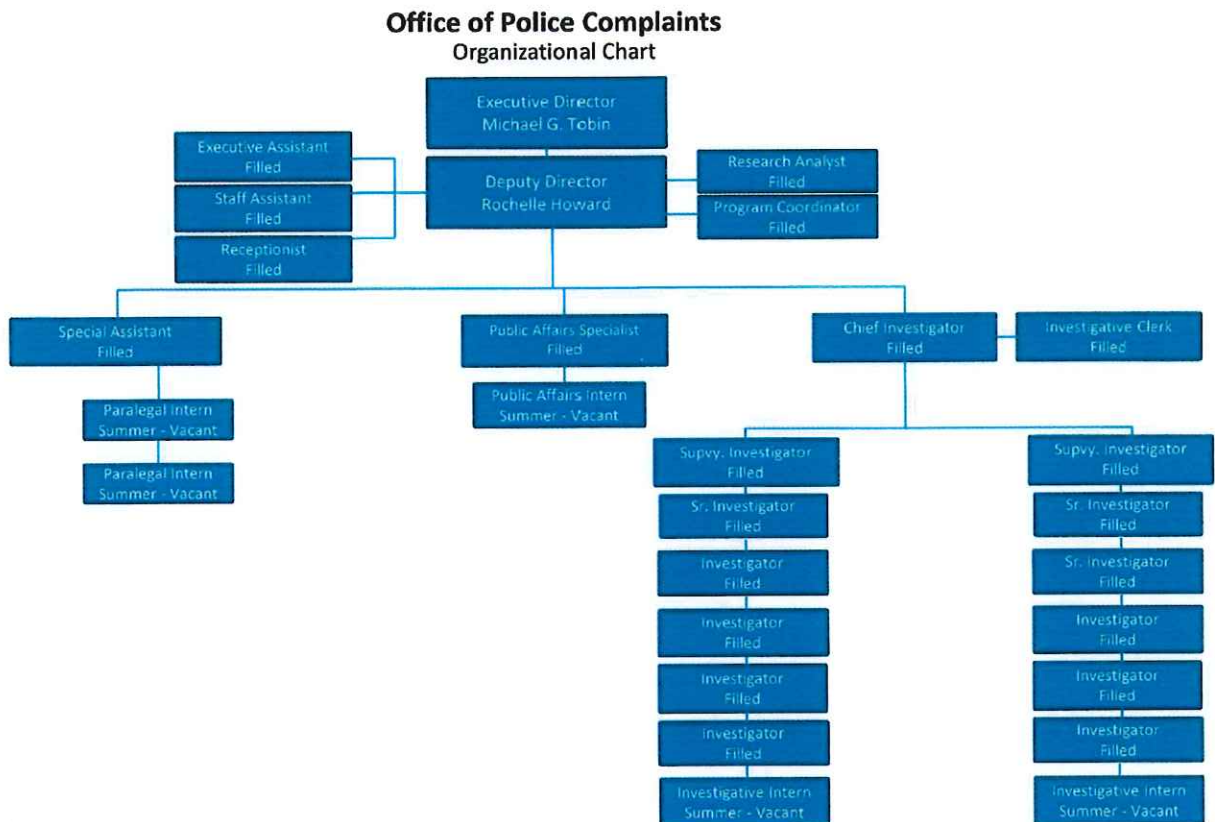
Sincerely,

A handwritten signature in black ink, appearing to read "Michael G. Tobin".

Michael G. Tobin
Executive Director

General Questions

1. Please provide a current organizational chart for the agency, including the number of vacant, frozen, and filled FTEs in each division or subdivision. Include the names and titles of all senior personnel and provide the date that the information was collected on the chart.



- a. Please provide an explanation of the roles and responsibilities for each division and subdivision.

Investigations Division: Includes 14 staff members (1 Chief Investigator, 2 Investigation Managers, 10 Investigators, and 1 Investigative Clerk) that manage investigations and other case management responsibilities. There is a year-round intern program that includes Fall and Spring investigative academic interns and 2 Summer paid interns.

Executive Division: Includes 9 staff members (Executive Director, Deputy Director, Special Assistant, Research Analyst, Public Affairs Specialist, Program Coordinator, Executive Assistant, Staff Assistant, and Receptionist) that manage the day-to-day operations of the agency, customer service, public relations, FOIA and subpoenas, complaint examination hearings, policy and review, and communications with other district agencies and the city administrators. This Division also administers the mediation and complaint examination programs through independent contractors who act as neutral mediators and neutral complaint

examiners. There is a year-round intern program that includes Fall and Spring legal academic interns and 2 Summer paid interns.

b. Please provide a narrative explanation of any changes made during the previous year.

None.

2. Please provide a current Schedule A for the agency which identifies all employees by program and activity, with the employee's title/position, current salaries, fringe benefits, and length of time with the agency. Please note the date that the information was collected. The Schedule A should also indicate if the position is continuing/term/temporary/contract of if it is vacant or frozen. Please separate salary and fringe and indicate whether the position must be filled to comply with federal or local law.

OPC does not have any positions that must be filled to comply with federal or local law.

Prog Code	Act Code	F, V, Frozen	Service Length	Pos Num	Pos Title	Employee	Grade	Step	Salary	Fringe	FTE	Reg/Temp/Term
1000	1085	F	8 yrs 4 mos	69594	Clerical Assistant	Smith, Nydia	6	8	43,857.00	8,223.19	1	Reg
1000	1090	F	14 yrs 4 mos	21018	Executive Assistant	Banks, Stephanie	12	10	89,992.00	16,873.50	1	Reg
1000	1090	F	6 yrs 5 mos	2790	Staff Assistant	Ryan, Kimberly	11	5	64,160.00	12,030.00	1	Reg
1000	1090	F	2 yrs	73080	Deputy Director	Howard, Rochelle	10	0	130,762.66	24,518.00	1	Reg
1000	1090	F	3 yrs 3 mos	195	Executive Director	Tobin, Michael	11	1	199,954.00	37,491.38	1	Term
2000	2010	F	1 yr 3 mos	1219	Program Analyst	Weber, Christopher	11	3	60,506.00	113,44.88	1	Reg
2000	2010	F	4 yrs	42322	Investigator	Rau, Jessica	12	4	76,894.00	14,417.63	1	Reg
2000	2010	F	15 yrs 6 mos	3494	Investigator	Lawrence, Anthony	12	9	87,809.00	16,464.19	1	Reg
2000	2010	F	13 yrs	13878	Supervisory Investigator	Andrews, Mona	14	0	110,998.98	20,812.31	1	Reg
2000	2010	F	6 yrs	75267	Investigator	Hatchell, Denise	12	6	81,260.00	15,236.25	1	Reg
2000	2010	F	1 yr	295	Investigator	Cross, Marke	11	4	62,333.00	11,687.44	1	Reg
2000	2010	F	15 yrs 6 mos	48812	Supervisory Investigator	Smith, Natasha	13	0	97,277.32	18,239.50	1	Reg
2000	2010	F	5 yrs	48814	Supervisory Investigator	Rowe, Robert	13	0	95,860.04	17,973.76	1	Reg
2000	2010	F	2 yrs 8 mos	71978	Investigator	Sutton, Danielle	11	6	65,987.00	12,372.56	1	Reg

Office of Police Complaints
Response to FY17 Performance Oversight Pre-Hearing Questions
Page 3 of 27

2000	2010	F	2 yrs	70897	Investigator	Trinh, Ethan	9	3	50,201.00	9,412.69	1	Reg
2000	2010	F	2 yrs	74895	Investigator	Murphy, Lindsey	11	1	56,852.00	10,659.75	1	Reg
2000	2010	F	1 yr 5 mos	45458	Investigator	Keyes, Victoria	9	4	51,709.00	9,695.44	1	Reg
2000	2010	F	1 yr 4 mos	78179	Investigator	Aguilar, Hansel	9	7	56,233.00	10,543.69	1	Reg
2000	2010	F	1 yr	34841	Investigator	Davis, Jeffrey	9	2	48,693.00	9,129.94	1	Reg
2000	2010	F	1 yr 2 mos	70918	Clerical Assistant	Clark, Chauntini	7	5	44,491.00	8,342.06	1	Reg
2000	2010	V	—	4941	Clerical Assistant	Summer Intern	5	1	7,956.00	—	.25	Temp
2000	2010	V	—	2513	Clerical Assistant	Summer Intern	5	1	7,956.00	—	.25	Temp
3000	3010	F	10 yrs 6 mos	12551	Pub Affairs Specialist	Cleveland, Nykisha	11	9	71,468.00	13,400.25	1	Reg
3000	3010	V	—	2977	Clerical Assistant	Summer Intern	5	1	8,509.00	—	.25	Temp
4000	4010	F	1 yr 7 mos	36669	Special Assistant	Yass, Alicia	14	5	108,062.99	20,261.81	1	Reg
4000	4010	F	1 yr 1 mo	91227	Research Analyst	Graham, Matt	12	4	76,894.00	14,417.63	1	Reg
4000	4010	V	—	1858	Paralegal Assistant	Summer Intern	9	1	11,796.00	—	.25	Temp
4000	4010	V	—	34881	Paralegal Assistant	Summer Intern	9	1	11,796.00	—	.25	Temp
As of February 14, 2018												

3. Please list all employees detailed to or from your agency, if any. For each employee identified, please provide the name of the agency the employee is detailed to or from, the reason for the detail, the date of the detail, and the employee's projected date of return.

The agency does not have any detailed employees.

4. Please provide the Committee with:
- a. A list of all employees who received or retained cellphones, personal digital assistants, or similar communications devices at agency expense in FY17 and FY18, to date;

Employee	Position Title	Cellphone	IPad	FY17	FY18
Michael Tobin	Executive Director	X	X	X	X
Mona Andrews	Supv Chief Investigator	X		X	
Stephanie Banks	Executive Assistant	X	X	X	X
Agency	Field Phone	X		X	
Agency	Field Phone	X		X	
Agency	Field Phone	X		X	

Office of Police Complaints
Response to FY17 Performance Oversight Pre-Hearing Questions
Page 4 of 27

Ethan Trinh	Investigator		X	X	X
Robert Rowe	Supv Investigator		X	X	X
Denise Hatchell	Sr. Investigator		X	X	X
Anthony Lawrence	Sr. Investigator		X	X	X
Jessica Rau	Sr. Investigator		X	X	X
Victoria Keys	Investigator		X	X	X
Lindsey Murphy	Investigator		X	X	X
Danielle Sutton	Investigator		X	X	X
Nykisha Cleveland	Public Affairs Specialist		X		X
Alicia Yass	Legal Counsel		X	X	X
Hansel Aguilar	Investigator		X	X	X
Jeffery Davis	Investigator		X	X	X
Mona Andrews	Supv Investigator		X	X	X

b. A list of all vehicles owned, leased, or otherwise used by the agency and to whom the vehicle is assigned, as well as a description of all vehicle accidents involving the agency's vehicles in FY17 and FY18, to date;

Vehicle Type	Tag Number	Dates	Accident(s)
2014 4-door Honda Civic Hybrid	DC 8843	FY17	None
2014 4-door Honda Civic Hybrid	DC 10492	FY17	None

Vehicle Type	Tag Number	Dates	Accident(s)
2014 4-door Honda Civic Hybrid	DC 8843	FY18	January 18, 2018 – vehicle sideswiped concrete pillar in parking garage
2014 4-door Honda Civic Hybrid	DC 10492	FY18	None

c. A list of travel expenses, arranged by employee for FY17 and FY18, to date, including the justification for travel; and

Employee	Position Title	Total Expense	Location/Dates	Justification
Michael Tobin	Executive Director	\$1,912.91	Spokane, Washington 9/10/17 – 9/14/17	2017 NACOLE Conference Presenter
Mona Andrews	Chief Investigator	\$1832.60	Spokane, Washington 9/10/17 – 9/14/17	2017 NACOLE Conference Presenter
Jessica Rau	Senior Investigator	\$1899.82	Spokane, Washington 9/10/17 – 9/14/17	2017 NACOLE Conference Presenter
Matthew Graham	Research Analyst	\$1995.18	Spokane, Washington 9/10/17 – 9/14/17	2017 NACOLE Conference
Hansel Aguilar	Investigator	\$721.44	Spokane, Washington 9/10/17 – 9/14/17	2017 NACOLE Conference
Paul Ashton	OPC Board Member	\$1786.91	Spokane, Washington 9/10/17 – 9/14/17	2017 NACOLE Conference

Employee	Position Title	Total Expense	Location/Dates	Justification
Mona Andrews	Chief Investigator	\$1451.16	Las Vegas, Nevada 10/17/16 – 10/24/16	IAPro 12 th Training Conference

Employee	Position Title	Total Expense	Location/Dates	Justification
Rochelle Howard	Deputy Director	\$1383.82	Birmingham, Alabama 12/11/17 – 12/14/17	2017 PATC Seminar

Employee	Position Title	Total Expense	Location/Dates	Justification
Mona Andrews	Chief Investigator	\$1246.20	St. Petersburg, Florida 11/5/17 – 11/9/17	IAPro 13 th Training Conference
Matthew Graham	Research Analyst	\$856.98	St. Petersburg, Florida 11/5/17 – 11/6/17	IAPro 13 th Training Conference

- d. A list of the total workers' compensation payments paid in FY17 and FY18, to date, including the number of employees who workers' compensation payments, in what amounts, and for what reasons.

OPC had no employees receive workers' compensation payments paid in FY17 and FY18, to date.

5. Regarding the use of communication devices:

- What procedures are in place to track which individuals or units are assigned mobile devices (including, but not limited to smartphones, laptops, and tablet computers)? Please include how the usage of these devices is controlled.
- How does your agency limit the costs associated with its mobile devices?
- For FY17 and FY18, to date, what was the total cost including, but not limited to, equipment and service plans for mobile communications and devices?

The agency uses the citywide usage pool for data and minutes for all agency devices. New devices are purchased through the RTS system which affords us the best prices available. Other devices will be upgraded or replaced in accordance with our established contract renewal timeline, resulting in free, or low cost replacement devices.

Devices	FY17 to FY18 Cost to Date (10/1/17 – 2/07/18)
Smartphone (3) to (2) - WiFi/Cell	FY17 1,332.72 FY18 \$188.44
Apple iPads (16) - WiFi/Cell	FY17 \$7,440.00 FY18 \$2,480.00
Total Spent FY17 and FY18 to date	\$11,441.16

6. For FY17 and FY18, to date, please list all intra-District transfers to or from the agency.

OPC Intra-District Transfers To	FY17	FY18 to date
Fleet Management	\$3,409.24	\$1,318.54
Telecommunications (RTS)	\$814.45	\$1,000.00

7. For FY17 and FY18, to date, please identify any special purpose revenue funds maintained by, used by, or available for use by the agency. For each fund identified, provide:
- The revenue source name and code;
 - The source of funding;
 - A description of the program that generates the funds;
 - The amount of funds generated by each source or program;

- e. Expenditures of funds, including the purpose of each expenditure; and
- f. The current fund balance.

To date, OPC neither maintains, uses, nor has available to use any special purpose revenue funding during FY17 and FY18, to date.

8. For FY17 and FY18, to date, please list any purchase card spending by the agency, the employee making each expenditure, and the general purpose for each expenditure.

Authorized Agency Cardholders	Limits Per		Purpose	FY17
	Per Day	Per Month		
Stephanie Banks	\$5,000.00	20,000.00	Office Support, Memberships, Professional Dues, Training	\$15,564.40
Kimberly Ryan	\$5,000.00	20,000.00	Office Supplies, Training, Travel, Agency Memberships, Subscriptions	\$61,195.41
				Total \$76,759.81
				FY18 to Date
Stephanie Banks	\$5,000.00	20,000.00	Memberships, Professional Dues, Training, Office Support	\$4,529.58
Kimberly Ryan	\$5,000.00	20,000.00	Office Supplies, Office Support, Training, Subscriptions	\$7,727.64
				Total \$12,257.22

9. Please list all memoranda of understanding ("MOU") entered into by your agency during FY17 and FY18, to date, as well as any MOU currently in force. For each, indicate the date on which the MOU was entered and the termination date.

To date, OPC has not entered into any MOUs during FY17 and FY18.

10. Please list the ways, other than MOU, in which the agency collaborated with analogous agencies in other jurisdictions, with federal agencies, or with non-governmental organizations in FY17 and FY18, to date.

OPC is periodically consulted by other jurisdictions across the country regarding issues concerning police oversight, police misconduct, law enforcement policies and procedures, and our mediation program.

OPC also periodically hosts international agency representatives through the U.S. State Department and non-governmental organizations in nation-building programs to improve police oversight and law enforcement procedures in other countries.

Locally, OPC has informal relationships with the federal law enforcement agencies that have concurrent jurisdiction in the District for purposes of conducting our misconduct investigations. OPC is a regular participant and active partner in the National Association for Civilian Oversight of Law Enforcement (NACOLE).

Additionally, OPC leadership has been asked to participate in speaking engagement panels by the American Bar Association, the DC Bar DC Affairs Committee, Georgetown University, and the Howard University School of Law Marshall Brennan Constitutional Literacy Project, and others discussing policing in the District.

11. Please list all currently open capital projects, including an update on all capital projects under the agency's purview in FY17 and FY18, to date, and the amount budgeted, actual dollars spent, and any remaining balances. In addition, please provide:

To date, OPC has not opened any capital projects in FY17 and FY18.

a. An update on all capital projects begun, in progress, or concluded in FY17, FY18, and FY19, to date, including the amount budgeted, actual dollars spent, and any remaining balances.

Not Applicable.

b. An update on all capital projects planned for FY18, FY19, FY20, FY21, FY22, and FY23.

To date, there are no capital projects planned for FY18, FY19, FY20, FY21, FY22, and FY23.

c. A description of whether the capital projects begun, in progress, or concluded in FY17, FY18, or FY19, to date, had an impact on the operating budget of the agency? If so, please provide an accounting of such impact.

Not Applicable.

12. Please provide a list of all budget enhancement requests (including, but not limited to, capital improvement needs) for FY17 and FY18, to date. For each, include a description of the need and the amount of funding requested.

To date, OPC had no budget enhancements for FY17 and FY18. We are evaluating our staffing needs in response to the approximate 70% increase in complaints beginning in FY17.

13. Please list, in chronological order, every reprogramming in FY17 and FY18, to date, that impacted the agency, including those that moved funds into the agency, out of the agency, and within the agency. Include the revised, final budget for your agency after the reprogrammings for FY17 and FY18. For each reprogramming, list the date, amount, rationale, and reprogramming number.

To date, there were no reprogrammings in FY17 or FY18.

14. Please list each grant or sub-grant received by your agency in FY17 and FY18, to date. List the date, amount, and purpose of the grant or sub-grant received.

a. How many FTEs are dependent on grant funding? What are the terms of this funding? If it is set to expire, what plans, if any, are in place to continue funding the FTEs.

To date, OPC has not received any grants or sub-grants for FY17 and FY18. OPC has no FTEs dependent on grant funding.

15. Please list each contract, procurement, and lease, entered into, extended and option years exercised by your agency during FY17 and FY18, to date. For each contract, please provide the following information, where applicable:

- a. The name of the contracting party;**
- b. The nature of the contract, including the end product or service;**
- c. The dollar amount of the contract, including amount budgeted and amount actually spent;**
- d. The term of the contract;**
- e. Whether the contract was competitively bid;**
- f. The name of the agency's contract monitor and the results of any monitoring activity; and**
- g. The funding source.**

Vendor	Nature of Contract	Amount	Contract Term	Comp Bid Y / N	Contract Monitor	Funding Source	FY
KeyBridge Mediation Services	Mediation Services	\$5,200.00 (\$1,796.00 spent)	Year 2 w/1 year option	N	Kimberly Ryan	0100	17
		\$7,500.00 (1,199.86 to date)					18
National Police Foundation	Review of Inauguration	\$149,935.00	1 year	N	Rochelle Howard	0100	18
Metropolitan Office Products	Printing Services	\$3,473.00	1 year	N/CBE	Kimberly Ryan	0100	18
Thomson West	On-line Research	\$3,768.24 (\$2,426.31 spent)	Annual	N	Stephanie Banks	0100	17
		\$2,831.25 (\$695.17 to date)					18
Reed Elsevier Lexis Nexis	On-Line Research	\$2,400.00 (\$2,336.00 spent)	Annual	N	Stephanie Banks	0100	17
		\$2,400.00 (\$885.00 to date)					18
MVS, Inc.	Copier Maintenance	\$3,964.00 (\$3,863.26 spent)	1 year	N/CBE	Kimberly Ryan	0100	17
Star Office Products	Copier Maintenance	\$5,544.00 (\$1,386.00 to date)	1 year	N/CBE	Kimberly Ryan	0100	18
Park America	Parking	\$12,420.00	1 year	N	Kimberly	0100	17

Office of Police Complaints
Response to FY17 Performance Oversight Pre-Hearing Questions
Page 9 of 27

	Spaces Agency Vehicles	\$12,420.00			Ryan		18
Total Solutions Group	Protest Monitoring Gear	3,640.00 (1,890.00 spent)	1 Year	N/CBE	Kimberly Ryan	0100	17
4 Imprint	Outreach Materials	\$5,276.77 (\$5,118.47 spent)	1 Year	N	Kimberly Ryan	0100	17
Total Solutions Group	Printers	2,189.94	1 Year	N/CBE	Kimberly Ryan	0100	17
Center for Dispute Settlement	Mediation Services	\$9,430.00 (6,600.00 spent)	1 Year	N	Kimberly Ryan	0100	17
Metropolitan Office Products	Printing Services	\$5,500.00	1 Year	N/CBE	Kimberly Ryan	0100	17
Consensus Building Institute	Mediation Services	\$7,500.00 (\$1,200.00 to date)	Base Year w/2 year option	N	Stephanie Banks	0100	18
CI Technologies, Inc.	IT Support Licensing of proprietary software	\$2,601.00	Annual	N	Stephanie Banks	0100	17
		\$2,601.00					18

16. Please list all pending lawsuits that name the agency as a party. Identify which cases on the list are lawsuits that potentially expose the District of Columbia to significant financial liability and/or will result in a change in agency practices, and the current status of the litigation. Please provide the extent of each claim, regardless of its likelihood of success. For those identified, please include an explanation about the issues involved in each case.

There are no pending lawsuits that identify the agency as a party.

17. Please list all settlements entered into by the agency or by the District on behalf of the agency in FY17 or FY18, to date, and provide the parties' names, the amounts of the settlements, and if related to litigation, the case name and a brief description of the case. If unrelated to litigation, please describe the underlying issue or reason for the settlement (e.g. administrative complaint, etc.).

In FY17 or FY18 to date, OPC has not entered into any settlements.

18. Please list the administrative complaints or grievances that the agency received in FY17 and FY18, to date, broken down by source. Please describe the process utilized to respond to any complaints and grievances received and any changes to agency policies or procedures that have resulted from complaints or grievances received. For any complaints or grievances that were resolved in FY17 or FY18, to date, describe the resolution.

To date, OPC has had no administrative complaints or grievances in FY17 and FY18.

- 19. Please describe the agency's procedures for investigating allegations of sexual harassment or misconduct committed by or against its employees. List and describe any allegations received by the agency in FY17 and FY18, to date, whether those allegations were resolved.**

The agency has appointed a Sexual Harassment Officer who will be trained by the Office of Human Rights. The agency has received no allegations in FY17 and FY18, to date.

- a. How many sexual harassment investigations resulted in disciplinary action? What was the disciplinary action for each investigation?**

Not applicable.

- 20. Please list and describe any ongoing investigations, audits, or reports on the agency or any employee of the agency, or any investigations, studies, audits, or reports on the agency or any employee of the agency that were completed during FY17 and FY18, to date.**

To date, there are no ongoing or completed investigations, audits, or reports.

- 21. Please describe any anticipated spending pressures experienced in FY17 and any anticipated spending pressures for the remainder of FY18. Include a description of the pressure and the estimated amount. If the spending pressure was in FY17, describe how it was resolved, and if the spending pressure is in FY18, describe any proposed solutions.**

OPC does anticipate spending pressures for the remainder of FY18 due to the increased volume of complaints. Further, the number of complaint examination determinations has tripled in the first 5 months of FY18 as compared to the same time period last fiscal year.

- 22. Please provide a copy of the agency's FY17 performance plan. Please explain which performance plan objectives were completed in FY17 and whether they were completed on time and within budget. If they were not, please provide an explanation.**

FY17 Top Accomplishments

Accomplishment	Impact on Agency	Impact on Residents
FY2017 saw 773 complaints filed – the highest number of complaints filed in the history of the agency, and far surpassing any previous year. The 77% increase in complaints resulted in a tremendous increase in work flow, yet OPC maintained an average investigation completion time of just 109 days.	OPC accomplished this by continuing to streamline the investigations process by making investigations and processes more efficient.	Community members received the shortest average investigation time frame despite the large increase in complaints.
One hundred percent of officers and 94% of complainants surveyed thought the mediator was helpful after a mediation session was held. Ninety-two percent of officers agreed that the mediation session was a fair forum to discuss the complainant's issues initiating the complaint.	OPC continues to survey mediation participants before and after a mediation session to gauge the quality of mediation services provided. OPC also continually conducts market research within the mediation industry to procure the most highly qualified mediators.	The community members and officers receive a fair, satisfactory, helpful process to discuss the misunderstandings that led to a complaint in order to transform future perceptions of the other party.
OPC began tracking BWC statistics in FY17 and have valid data to report on MPD's BWC usage compliance within BWC footage appearing in OPC cases. OPC will report the data outcomes in its FY17 Annual Report.	Investigators and the Research Analyst, early in FY17, brainstormed how this data could be tracked and made statistically valid for reporting purposes. OPC investigators diligently reported their observations and that data was statistically screened and scrubbed in order to verify the results.	Community members will be given the transparent data on how MPD is complying with their own BWC usage policy as OPC sees it in the footage reviewed in OPC investigations.

2017 Key Performance Indicators

Measure	Freq	Target	Q1	Q2	Q3	Q4	FY 2017	KPI Status	Explanation
1 - Resolve police misconduct complaints in an impartial, timely, and professional manner (3 Measures)									
Percent of investigations completed within 180 days	Quarterly	60%	75%	78.7%	89.7%	93.9%	84.3%	Met	
Percent of complaint examiner decisions completed within 120 days	Quarterly	80%	100%	100%	100%	100%	100%	Neutral Measure	
Percent of examiners trained	Quarterly	100	0	0	0	100	100	Met	
2 - Promote positive community-police interactions through public education and awareness. (1 Measure)									
Percent of complaints resolved through mediation program	Quarterly	9%	13.5%	13.6%	10.9%	7.5%	11.4%	Neutral Measure	
3 - Enhance OPCs mission to improve public confidence and community trust (1 Measure)									
Percent of policy recommendation reports published	Annually	100%	Annual Measure	Annual Measure	Annual Measure	Annual Measure	100%	Met	

2017 Strategic Initiatives

Title	Description	Complete to Date	Status Update	Explanation
INVESTIGATION (2 Strategic initiatives)				
Develop NEAR Act Procedures	The Neighborhood Engagement Achieves Results Act of 2015 was enacted on June 30, 2016. The Act expanded OPC's jurisdiction to include additional referral options, made OPC the sole receiver of complaints, allows for OPC to audit MPD and DCHAPD's, and requires OPC to report on all of use of force data by December 2017.	75-99%	OPC will publish its FY17 annual report later this month illustrating the impact the NEAR Act has had on OPC operations and MPD's compliance. In Dec 2017, OPC will publish the Use of Force report in compliance with the NEAR Act mandates.	OPC will publish its FY17 annual report later this month illustrating the impact the NEAR Act has had on OPC operations and MPD's compliance. In Dec 2017, OPC will publish the Use of Force report in compliance with the NEAR Act mandates.
Body Worn Camera Processes	Develop policies and procedures that incorporate body worn camera footage into investigation processes.	Complete	OPC's annual report which will be published later this month shows trends of MPD's compliance with BWC usage policies and general orders.	
OUTREACH (1 Strategic Initiative)				
Protest Monitoring	OPC's statutory authority dictates that our office monitor MPD's interactions with First Amendment Assembly participants. OPC will develop procedures to have teams	Complete	OPC deployed 11 First Amendment Assembly observers for the Inauguration Day protests on January 20, 2017. OPC issued a report of its observations on February 27, 2017 recommending that MPD review its SOP for handling First	

Page 12 of 27

<p>of First Amendment Assembly observers present at Inauguration Day 2017 (January 20, 2017) to ensure that no First Amendment Assembly participants' rights are violated.</p>		<p>Amendment assemblies and procure an independent consultant to review its activities on January 20, 2017. OPC deployed First Amendment Assembly observers for the Women's March on January 21, 2017. OPC also observed the March for Life and the Stop the Gag rally but had no significant observations.</p>
<p>POLICY RECOMMENDATION (1 Strategic Initiative)</p>		
<p>Research Analysis</p>	<p>With the implementation of the NEAR Act and the President's Task Force on 21st Century Policing Final Report, data reporting and transparency in data are a main component of better policing. OPC will hire a Research Analyst to develop new opportunities in data reporting of OPC's data and MPD's data to provide additional recommendations for better policing practices.</p>	<p>Complete</p> <p>OPC's Research Analyst is on board and fully functioning. The Research Analyst has allowed the agency to produce fully developed statistics with transparent interpretative analysis. This was evident in OPC's agency performance and budget hearings. OPC has already drafted its FY17 Annual Report that will be published on October 30 - 2 months earlier than the statutory reporting mandate of December 30.</p>

23. Please provide a copy of your agency's FY18 performance plan as submitted to the Office of the City Administrator.

Objective Number	Strategic Objective	# of Measures	# of Operations
1	Resolve police misconduct complaints in an impartial,timely, and professional manner	2	4
2	Promote positive community-police interactions through public education and awareness.	1	2
3	Enhance OPCs mission to improve public confidence and community trust	1	3
4	Create and maintain a highly efficient, transparent and responsive District government.* *	9	0
TOT		13	9

[illegible]

2018 Operations

Operations Header	Operations Title	Operations Description	Type of Operations	# of Measures	# of Strategic Initiatives
1 - Resolve police misconduct complaints in an impartial, timely, and professional manner (4 Activities)					
INVESTIGATION	Conduct monthly case reviews with investigators	Investigation managers meet monthly with the investigators to ensure that the cases are being investigated with the best techniques and best practices and that they are timely.	Daily Service	1	1
INVESTIGATION	Manage and monitor complaint examiner compliance	Ensure through continuous review and communication that the complaint examiners are complying with the review and analysis requirements and timeline.	Daily Service	1	0
TRAINING AND EMPLOYEE DEVELOPMENT	Conduct complaint examiner In-Service Training	Complaint examiners should be trained each fiscal year on any updates to the program and any new requirements.	Key Project	1	0
TRAINING AND EMPLOYEE DEVELOPMENT	Investigator participating in continual professional development	Each investigator participate in continuous professional development trainings, workshops, outreach opportunities, or mentoring to develop their technical and industry investigating skills as well as best practices.	Key Project	4	0
TOT				7	1
2 - Promote positive community-police interactions through public education and awareness. (2 Activities)					
OUTREACH	Communicate with civic groups, government organizations, schools, advisory boards, etc. to schedule outreach events	Employ outreach activities to ensure that the community knows about the Office of Police Complaints and its services.	Daily Service	1	1
OUTREACH	Communicate with a wide range of organizations, government agencies, social service providers, neighborhood associations, and advocacy groups to create partnerships	Employ effective communication strategies through social media, contacts, and media relations to build community partnerships.	Daily Service	1	0

3 - Enhance OPCs mission to improve public confidence and community trust (3 Activities)

POLICY RECOMMENDATION	Review all OPC complaints received to determine trends and/or patterns	Continuously review the trends and patterns that our complaint data reveals to ensure we are reporting any policy recommendations that could improve MPD or DCHAPD practices and procedures in an effort to best serve the community.	Daily Service	2	0
POLICY RECOMMENDATION	Research policing best practices	Research policing best practices to remain up-to-date on national civilian police oversight of law enforcement trends, police practices, updated legal impacts to better serve the community in ensuring the District police forces are operating with the best practices and procedures.	Daily Service	1	1
POLICY RECOMMENDATION	Conduct regular meetings with MPD leadership to discuss policy change recommendations	With the cooperation of MPD, conduct regular meetings with MPD leadership to discuss the implementation status of OPC's policy recommendations.	Daily Service	1	0
TOT				4	1
TOT				13	3

2018 Workload Measures

Measure	New Measure/ Benchmark Year	FY 2014 Actual	FY 2015 Actual	FY2016 Actual	FY 2017 Actual
1 - Conduct complaint examiner In-Service Training (1 Measure)					
Number of complaint examiners attended required training	<input type="checkbox"/>	Not available	Not available	10	6
1 - Conduct monthly case reviews with investigators (1 Measure)					
Number of meetings held	<input type="checkbox"/>	Not available	Not available	Not Available	31
1 - Investigator participating in continual professional development (4 Measures)					
Number of investigators attending annual MPD professional development training	<input type="checkbox"/>	Not available	Not available	Not Available	100

Office of Police Complaints
Response to FY17 Performance Oversight Pre-Hearing Questions
Page 15 of 27

Number of investigators attending at least 2 external training sessions	<input type="checkbox"/>	Not available	Not available	10	16
Number of new investigators attending Reid Training	<input type="checkbox"/>	Not available	Not available	2	4
Number of presentations completed	<input type="checkbox"/>	Not available	Not available	Not Available	40
1 - Manage and monitor complaint examiner compliance (1 Measure)					
Number of complaint examiner decisions processed	<input type="checkbox"/>	Not available	Not available	30	14
2 - Communicate with a wide range of organizations, government agencies, social service providers, neighborhood associations, and advocacy groups to create partnerships (1 Measure)					
Number of community partnerships created	<input type="checkbox"/>	Not available	Not available	15	17
2 - Communicate with civic groups, government organizations, schools, advisory boards, etc. to schedule outreach events (1 Measure)					
Number of outreach events held	<input type="checkbox"/>	Not available	Not available	32	50
3 - Conduct regular meetings with MPD leadership to discuss policy change recommendations (1 Measure)					
Number of meetings held with MPD	<input type="checkbox"/>	Not available	Not available	Not Available	3
3 - Research policing best practices (1 Measure)					
Number of policy recommendations issued	<input type="checkbox"/>	Not available	Not available	1	18
3 - Review all OPC complaints received to determine trends and/or patterns (2 Measures)					
Number of complaints received	<input type="checkbox"/>	Not available	Not available	438	791
Number of contacts	<input type="checkbox"/>	Not available	Not available	1448	1522

Initiatives

Strategic Initiative Title	Strategic Initiative Description	Proposed Completion Date
Communicate with civic groups, government organizations, schools, advisory boards, etc. to schedule outreach events (1 Strategic Initiative)		
Improve OPC's Social Media Presence	Improve OPC's Social Media Presence	09-30-2018
Conduct monthly case reviews with investigators (1 Strategic Initiative)		
Improve MPD's accurate usage of BWCs IAW MPD's General Order and best practices.	Improve MPD's accurate usage of BWCs in accordance with MPD's General Order and best practices.	09-30-2018
Research policing best practices (1 Strategic Initiative)		
Independent Review of MPD Inauguration Day Activities	OPC recommended that the District conduct an independent review of MPD's actions on Inauguration Day. Council supported this recommendation and provided OPC with FY18 funding to procure a vendor to conduct the independent review.	12-31-2017

24. Please describe any regulations promulgated by the agency in FY17 and F18, to date, and the status of each.

OPC updated the administrative rules originally published on August 30, 2002 pursuant to the authority set forth under the Office of Citizen Complaint Review Establishment Act of 1998, effective March 26, 1999 (D.C. Law 12-208; D.C. Official Code § 5-1106(d) (2012 Repl.)), giving notice of the repeal of Chapter 21 (The Citizen Complaint Review Board and the Office of Citizen Complaint Review) of Title 6 (Personnel), Subtitle A (Police Personnel) of the District of Columbia Municipal Regulations (DCMR) and adopted Chapter 21 in its place.

The newly amended regulations provide necessary updates to rules and ensure consistency with recent statutory changes to D.C. Official Code §§ 5-1101-1115 from the Neighborhood Engagement Achieves Results Amendment Act of 2016, effective June 30, 2016 (D.C. Law 21-125; 63 DCR 4659 (April 1, 2016)).

These rules were adopted as final on November 30, 2017 and became effective December 15, 2017.

25. Please provide the number of FOIA requests for FY17 and FY18, to date, submitted to your agency. Include the number granted, partially granted, denied, and pending. In addition, please provide the average response time, the estimated number of FTEs required to process requests, the estimated number of hours spent responding to these requests, and the cost of compliance.

Year	Total Requests	Granted	Partially Granted	Denied	Pending	Avg Resp Time	Est. # FTEs	Est # Hours Spent	Cost Est.
FY17	184	9	39	125	0	11 days	1	182	\$9,455
FY18 (to date)	35	6	7	21	0	7 days	1	50	\$2,490

26. Please provide a list of all studies, research papers, reports, and analyses that the agency prepared or contracted for during FY17 and FY18, to date. Please state the status and purpose of each. Please submit a hard copy to the Committee if the study, research paper, or analysis is complete.

FY17

None.

FY18 to date

Review of MPD's activities during Inauguration Weekend 2017; independently contracted through the Police Foundation, currently in progress, more information provided in Question 57 below.

27. Please separately list each employee whose salary was \$100,000 or more in FY17 and FY18, to date. Provide the name, position number, position title, program number, activity number, salary, and fringe. In addition, state the amount of any overtime or bonus pay received by each employee on the list.

Name	Position	Position Title	Program	Activity	Salary	Fringe	FY17, FY18 to date
Tobin, Michael	00000195	Executive Director	1000	1090	\$199,954.00	\$37,491.38	\$753.97
Howard, Rochelle	0073080	Deputy Director	1000	1090	\$130,762.66	\$24,518.08	\$474.47
Andrews, Mona	00013878	Supv Investigator	2000	2010	\$110,998.98	\$20,812.31	\$827.13
Yass, Alicia	00036669	Special Assistant	4000	4010	\$108,062.99	\$20,261.81	\$ 50.48

Overtime for these employees is listed in Question 28 below.

28. Please list in descending order the top 25 overtime earners in your agency in FY17 and FY18, to date, if applicable. For each, state the employee's name, position number, position title, program number, activity number, salary, fringe, and the aggregate amount of overtime pay earned.

FY17

Employee	Position Title	Position Num	Program	Activity	Salary	Fringe	Overtime Paid
Anthony Lawrence	Senior Investigator	3480	2000	2010	\$85,6526.00	\$17,026.36	\$1232.25
Mona Andrews	Chief Investigator	13878	2000	2010	\$110,998.98	\$25,527.32	\$827.13
Michael Tobin	Executive Director	195	1000	1090	\$196,053.00	\$25,016.68	\$753.97
Jessica Rau	Senior Investigator	42322	2000	2010	\$74,711.00	\$13,447.98	\$610.72
Rochelle Howard	Deputy Director	73080	1000	1090	\$123,361.00	\$22,364.68	\$474.47
Nykisha Cleveland	Public Affairs Specialist	12551	3000	3010	\$69,641.00	\$15,485.86	\$403.73
Lindsey Murphy	Investigator	74895	2000	2010	\$51,709.00	\$10,417.16	\$381.18
Robert Rowe	Investigator Manager	48814	2000	2010	\$95,860.00	\$26,649.48	\$368.69
Stephanie Banks	Executive Assistant	21018	1000	1090	\$89,992.00	\$18,540.60	\$346.12
Danielle Sutton	Investigator	71978	2000	2010	\$65,987.00	\$8,491.60	\$253.80
Marke Crosse	Investigator	295	2000	2010	\$62,333.00	\$11,693.67	\$239.74
Christopher Weber	Program Analyst	1219	2000	2010	\$60,506.00	\$10,650.90	\$232.72
Ethan Trinh	Investigator	70897	2000	2010	\$48,693.00	\$9,716.72	\$187.28
Chauntini Clark	Clerical Assistant	70918	2000	2010	\$44,491.00	\$3,930.68	\$171.12
Alicia Yass	Legal Counsel	36669	4000	4010	\$104,995.00	\$14,227.38	\$50.48

FY18

Employee	Position Title	Position Num	Program	Activity	Salary	Fringe	Overtime Paid
Ethan Trinh	Investigator	70897	2000	2010	\$50,201.00	\$9,417.71	\$168.00

29. For FY17 and FY18, to date, please provide a list of employee bonuses or special award pay granted that identifies the employee receiving the bonus or special pay, the amount received, and the reason for the bonus or special pay.

To date, there were no bonuses or special award pay granted in FY17 and FY18.

30. Please provide each collective bargaining agreement that is currently in effect for agency employees. Please include the bargaining unit and the duration of each agreement.

OPC is non-union and has no collective bargaining agreements in effect.

31. If there are any boards or commissions associated with your agency, please provide a chart listing the names, confirmation dates, terms, and wards of residence of each member. Include any vacancies. Please also attach agendas and minutes of each board or commission meeting in FY17 or FY18, to date, if minutes were prepared. Please inform the Committee if the board or commission did not convene during any month.

Board Member	Years Served	Confirmation Date	Term	Ward of Residence
Paul Ashton, Chairperson	2	October 4, 2016	January 12, 2019	Ward 1
Kurt Vorndran, Board Member	13	January 12, 2006	Term ended January 12, 2014; Serving until filled	Ward 3
Commander Morgan Kane, Board Member	1	December 12, 2017	January 12, 2021	Ward 1
Bobbi Strang, Board Member	3	May 2, 2017	January 12, 2020	Ward 5
Board Member			Vacant	

The Police Complaints Board minutes for each board meeting in FY17 and FY18, to date, can be found at <https://policecomplaints.dc.gov/page/police-complaint-board-meeting-minutes>.

32. Please list all reports or reporting currently required of the agency in the District of Columbia Code or Municipal Regulations. Provide a description of whether the agency is in compliance with these requirements, and if not, why not (e.g. the purpose behind the requirement is moot, etc.).

D.C. Code §5-1104(e) requires OPC to transmit an annual report of its operations within 60 days of the end of the fiscal year. OPC published its annual report on October 31, 2017.

The Neighborhood Engagement Achieves Results Act of 2015 (NEAR) requires a report on MPD's use of force data each December 31 beginning in 2017. OPC published this inaugural report on January 23, 2018.

The Council recommended in its Committee on the Judiciary and Public Safety Fiscal Year 2018 Budget Report that OPC conduct an analysis of all policy recommendations that the PCB has issued since 2015. This report was published on February 1, 2018.

Additionally, OPC has contracted with the Police Foundation to research and report on MPD's actions during Inauguration Weekend 2017. The research and report are in progress and anticipated to be complete by the end of the fiscal year; more information provided in Question 15, 26, and 57.

33. Please provide a list of any additional training or continuing education opportunities made available to agency employees. For each additional training or continuing education program, please provide the subject of the training, the names of the trainers, as well as the number of agency employees that were trained.

OPC employees attended a variety of training opportunities throughout the year to ensure they are apprised of the most recent and up-to-date police practices in the industry. See Question 4c for the type and location of off-site training.

Additional trainings include:

- MPD Annual Professional Development Training, MPD Academy, 12 OPC Investigators
- REID Technique Interviewing and Investigation Training, Local Institute, 4 OPC Investigators
- Graduate School, L'Enfant Plaza, 6 OPC Investigators and Staff

34. Does the agency conduct annual performance evaluations of all its employees? Who conducts such evaluations? What steps are taken to ensure that all agency employees are meeting individual job requirements?

OPC conducts annual performance evaluations for all of its employees in accordance with the standard practices of the District of Columbia Human Resources Department. These annual performance evaluations are conducted by the Executive Director, Deputy Director, the Chief Investigator, and the two Supervisory Management Investigators.

Agency Operations

35. How would you describe your agency's mission?

OPC's mission is to increase community trust in the District of Columbia police forces by providing a fair, thorough, and independent system of civilian oversight of law enforcement.

36. Please describe any initiatives that the agency implemented in FY17 or FY18, to date, to improve the internal operations of the agency or the interaction of the agency with outside parties. Please describe the results, or expected results, of each initiative.

In FY17, OPC launched the availability of an online complaint form which now allows community members to file a complaint through our website and upload all relevant documents. From FY16Q3 (when the online complaint form launched) through FY17Q1, OPC received an average of 55 complaints per quarter via the online complaint form. OPC also noticed a

dramatic decrease in faxed, mailed, and emailed complaint submissions. The online complaint form allows OPC to receive complaints sooner and with all necessary documents attached.

OPC continues to look for opportunities to improve internal operations and keep our investigations as expeditious as possible. For FY16, FY17, and FY18 to date, OPC has consistently ensured that more than 60% of all investigations are completed within 180 days. In fact, in FY17Q4 and FY18Q1, the number of investigations completed within 180 days was over 93% each quarter.

37. What are the agency's top five priorities? Please explain how the agency expects to address these priorities in FY18.

(1) Improve community trust in MPD.

OPC maintains and improves community trust in our police departments by holding police officers accountable for misconduct with an effective community member complaint program and by providing a reliable system of police policy review. OPC will continue to provide transparent oversight of MPD.

(2) Maintain a high rate of timely completion of investigations.

OPC has significantly decreased the amount of time necessary to conduct a thorough, complete investigation over the past year. Timely investigations are essential for a reliable community member complaint investigation program. OPC will continue monitoring its internal operations to ensure that the gains experienced in completing investigations will continue through FY18.

(3) Expand community outreach of OPC.

OPC outreach and our Community Partner programs collaborate with a wide range of community organizations, government agencies, social service providers, and advocacy groups to provide the public with greater access to OPC information and services.

In FY18, OPC plans to continue expanding the reach of this program with more community partner agencies and organizations throughout the District by increasing the agency's social media presence and connections.

(4) Continue to evaluate MPD's compliance usage of body worn cameras.

With the December 15, 2016 deployment of body worn cameras to all patrol officers in MPD, OPC will continue to develop and integrate this new technology into its investigation processes. Immediate and unrestricted access to the body worn camera footage has already aided in investigations.

OPC reviews MPD's body worn camera usage compliance trends found in the investigated cases. OPC began reporting the optics of such compliance in our FY17 Mid-Year Report published in April 2017 and our FY17 Annual Report published in October 2017.

(5) Continue to expand OPC's mediation program.

OPC strives to have more complaints resolved through mediation each year. In FY16, OPC eliminated its single mediation contractor system and partnered with additional, more diverse, and highly qualified mediators in an effort to expand the program.

In fact, in FY16 and FY17, OPC resolved through mediation 13% and 11% respectively of all cases investigated. In turn, OPC raised its target for percent of investigations resolved through mediation from 9% to 10% in FY18.

The mediation program is used as a direct tool to help foster more community trust in the District police forces.

38. Please list each new program implemented by the agency during FY17 and FY18, to date. For each initiative please provide:

- a. A description of the initiative;**
- b. The funding required to implement to the initiative; and**
- c. Any documented results of the initiative.**

In FY17, OPC received approval for the creation of a Research Analyst position to enhance and expand the agency's data analysis and reporting program. This program has resulted in data analysis reports in the areas of use of force, citizen complaints, policy analysis, and body worn cameras. In FY18, OPC will use this data reporting program to continue providing annual analysis on use of force, the source(s) of the increase of complaints, policy analysis, and the impact of body worn cameras.

39. How does the agency measure programmatic success? Please discuss any changes to outcomes measurement in FY17 and FY18, to date.

OPC measures and evaluates programmatic success by its key performance indicators (KPIs):

- (1) Percent of investigations completed by the agency in 6 months;
- (2) Percent of complaint examiner decisions issued within 120 days;
- (3) Percent of complaints resolved through mediation;
- (4) Percent of complaint examiners trained; and
- (5) Percent of policy recommendation reports published.

Most significantly, for the first time since FY11, OPC has exceeded all of its KPIs for the second consecutive year.

40. What are the top metrics and KPIs regularly used by the agency to evaluate its operations? Please be specific about which data points are monitored by the agency.

In addition to the KPIs outlines in Question 39, OPC monitors and evaluates the following workload measures:

- a. Number of complaint examiners attended required training

- b. Number of management meetings held by Investigations Management
- c. Numbers of investigators attending annual MPD professional development training
- d. Number of investigators attending at least 2 external training sessions
- e. Number of new investigators attending Reid training
- f. Number of complaint examiner decisions processed
- g. Number of community partnerships created
- h. Number of outreach events held
- i. Number of executive meetings with MPD
- j. Number of policy recommendations issued

41. Please list the task forces and organizations of which the agency is a member.

OPC is a member of the National Association for Civilian Oversight of Law Enforcement (NACOLE). OPC's Executive Director is a non-voting member of the MPD Use of Force Review Board and a voting member of the Police Officer Standards and Training Board.

42. Please explain the impact on your agency of any legislation passed at the federal level during FY17 and FY18, to date, which significantly affected agency operations. If regulations are the shared responsibility of multiple agencies, please note.

OPC was not affected by any federal laws passed in FY17 or FY18 to date.

43. Please describe any steps the agency took in FY17 and FY18, to date, to improve the transparency of agency operations.

OPC continuously updates its website and social media accounts to ensure the public is aware of any outreach activities, announcements, published policy recommendations, and employment opportunities. OPC has published more frequent and more detailed data analysis reports. OPC also continues to expand our community partnerships that are aware of our services and refer community members to our office.

44. Please identify all electronic databases maintained by your agency, including the following:

- a. A detailed description of the information tracked within each system;
- b. The age of the system and any discussion of substantial upgrades that have been made or are planned to the system; and
- c. Whether the public can be granted access to all or part of each system.

OPC has used IAPro as an internal case management system for the complaints received since approximately 2004. IAPro was recently updated in January 2018 with a system-wide update. The public cannot access IAPro.

- 45. Please provide a detailed description of any new technology acquired in FY17 and FY18, to date, including the cost, where it is used, and what it does. Please explain if there have there been any issues with implementation.**

None.

- 46. Is the agency working on any new policy recommendations? If so, please provide a detailed explanation of how the agency plans to complete the development of these policy recommendations during the remainder of FY18.**

The agency is constantly evaluating trends in complaints as well as best practices from across the nation to determine what issues are appropriate for policy recommendations. Potential policy recommendations currently under review include discrimination, language access, and officers parking or towing vehicles after a vehicle stop.

- 47. In FY16, FY17, and FY18, to date:**

	FY16	FY17	FY18 (to date)
a. How many individuals contacted OPC to inquire about filing a complaint?	1448	1872	650
b. How many complaints were received?	438	773	280
c. How many complaints were closed?	468	440	269
d. How many full investigative reports were completed?	265	338	153
e. How many were adjudicated?	30	14	3
f. How many were successfully mediated?	37	42	13
g. How many cases were referred to an independent hearing examiner?	26	13	3
h. How many of those cases resulted in a hearing?	6	1	0
i. How many complainants were represented by counsel in those hearings?	6	1	0

- 48. In FY16, FY17, and FY18, to date, how many decisions sustaining police misconduct allegations were forwarded to MPD?**

FY16	FY17	FY18 to date
25	13	3

- 49. How many subject officers have been referred to MPD and HAPD for policy training in FY17 and FY18, to date?**

FY17	FY18 to date
28	22

- 50. What were the outcomes of cases referred to MPD in FY16, FY17, and FY18, to date? How many cases were upheld by a final review panel?**

FY16

One final review panel held for OPC Case No 14-0078. The final review overturned one sustained allegation; the other sustained allegation in the complaint was reviewed by the final review panel.

Complaint Number	Discipline Determination
13-0166	PD 750; Official Reprimand
13-0255	Official Reprimand; Educational-Based Development
13-0308	4 Day SWOP
13-0331	Official Reprimand
14-0058 & 14-0064	Official Reprimand; Education- Based Development
14-0093 & 14-0094	Educational-Based Development
14-0176	Official Reprimand
14-0185 (Exonerated)	N/A
14-0216	PD 750
14-0285 (Conciliated)	N/A
14-0290	3 Day SWOP
14-0291	5 days SWOP; Official Reprimand
14-0312, 14-0313, & 14-0314	Official Reprimand; Educational-Based Development; 1 Day in Abeyance & 1 Day Leave Forfeiture
14-0379	Official Reprimand
15-0039	PD 750
15-0047	3 Day SWOP
15-0084	Official Reprimand
15-0179	5 Day SWOP
15-0197	PD 750
15-0241	Official Reprimand; 1 Day in Abeyance
15-0280	1 Day Leave Forfeiture; 2 Days in Abeyance
15-0322	1 Day in Abeyance; 1 Day Leave Forfeiture
15-0383	Education- Based Development
16-0020	Education- Based Development
16-0053	Educational-Based Development
16-0148 & 16-0149	Education- Based Development

FY17

There was one final review panel held for OPC Case No. 16-0020. The final review panel upheld the sustained allegation.

Complaint Number	Discipline Determination
14-0267	Education- Based Development
16-0020	Education- Based Development
16-0160	Education- Based Development
16-0188	Education- Based Development

16-0207	Education- Based Development
16-0355	Official Reprimand
16-0376	Pending
16-0388	Official Reprimand
16-0429	Education- Based Development
17-0054	Pending
17-0079	Letter of Prejudice
17-0084	Pending
17-0107 & 17-0108	Pending
17-0191	Pending

FY18 to date

There was one final review panel held so far in FY 2018, for OPC Case No. 16-0429. The final review panel upheld the sustained allegation. The original case had two allegations, against two officers. The request for a final review panel was only for one of the allegations against one of the officers.

Complaint Number	Discipline Determination
17-0397	Pending
17-0655	Pending
17-0246	Pending

51. What is OPC's current average caseload for investigators? Please include actual cases investigated rather than all cases OPC intakes but does not investigate or refers elsewhere. Does this caseload reflect best practices?

OPC's current average active caseload for investigators is 10. Yes, this caseload is in line with best practices.

52. If a complainant disagrees with the dismissal of his or her complaint, what recourse, if any, does he or she have with OPC?

OPC's dismissal determinations are final. Complainants can pursue civil remedies.

53. Please list each report published by your office in FY16, FY17, and FY18, to date.

FY16

- 21st Century Policing

FY17

- Ensuring MPD Policies and Procedures are Current
- Language and Conduct
- Notice of Infraction for Excessive Idling

- OPC Monitoring of the “Women’s March” January 21, 2017
- OPC Monitoring of the Inauguration January 20, 2017
- District of Columbia Housing Authority Police Department Policy and Procedures
- Blocking Passage
- Consent Search Procedures

FY18 to date

- Implementation Update on Reports and Recommendations of the Police Complaints Board

54. The “Neighborhood Engagement Achieves Results Act of 2016”, or the “NEAR Act”, made OPC the sole authority to dismiss, conciliate, mediate, or adjudicate a citizen complaint. Prior to the law’s passage, MPD was also tasked with adjudicating citizen complaints. Please provide an update on the transition process, including any implementation challenges.

In December 2016, MPD began forwarding complaints it received alleging officer misconduct to OPC. Throughout FY17, OPC worked with MPD to create a uniform complaint form (OPC-1) that community members can use to simplify the complaint process.

On October 27, 2017, MPD published GO 123.25 entitled “Processing Complaints Against Metropolitan Police Department Members” mandating that all sworn members have the OPC-1 in their vehicles on every shift and if a person enquires about the complaint process to “explain the complaint process and, whenever practicable, provide the person with the Citizen Complaint Brochure (Filing Citizen Complaints Against Metropolitan Police Officers, and the Complaint Review Process) and the OPC-1” form.

In FY17, MPD referred 202 complaints to OPC for further action. In FY18Q1, MPD referred 57 complaints (29% of all complaints) to OPC for further action.

55. The “Fiscal Year 2016 Budget Support Act of 2015” requires OPC to provide a report to the Council on the effectiveness of MPD’s Body-Worn Camera Program, including an analysis of use of force incidents, by February 1st of each year. Please provide the Committee with an update on the status of this reporting requirement.

In FY17, OPC incorporated this reporting requirement in its FY17 Mid-Year Report published on April 4, 2017 and in its FY17 Annual Report published on October 31, 2017. These reports outlined MPD compliance with BWC guidelines on usage and the impact of BWC on complaints received by OPC. OPC will continue to report this data in its fiscal year mid-year and annual reports.

56. Please discuss any community outreach conducted in FY17 and FY18, to date, and any planned outreach for the remainder of FY18.

FY17

OPC participated in more than 45 community outreach events, the highest number for OPC in any prior fiscal year. The agency expanded its outreach to the District's Latino and immigrant population by conducting presentations for organizations that provide direct services to those communities. These organizations included the Spanish Catholic Center, CentroNia, Latin American Youth Center, and AYUDA. OPC also conducted "Know Your Rights" presentations for classes at Briya Public Charter School, participated in a public safety seminars sponsored by the Office on Latino Affairs, and presented to the George Mason University Dreamers, a student organization that advocates for immigrant students.

In addition, OPC enhanced the "En Español" section on its website to include more information about the agency's mission, jurisdiction, and complaint process in Spanish in addition to publishing making the online complaint form available in Spanish. OPC has complaint forms available in Amharic, Arabic, Chinese, French, Hangol (Korean), Russian, and Vietnamese.

OPC continued its outreach efforts to neighborhood associations, service providers, and government agencies. The agency participated in CSOSA's D.C. Community Justice Advisory Network meeting for returning citizens, the Mayor's Sixth Annual Senior Symposium, the D.C. Office on Asian and Pacific Islander Affairs' Chinatown Community Day, and MPD's National Night Out. OPC's outreach to students in FY17 included conducting OPC's Student Interactive Training program at several high schools throughout the District, including Ballou, Ballou STAY, Thurgood Marshall Academy, Paul Public Charter School, and Woodrow Wilson.

In addition, OPC's Executive Director Michael G. Tobin and other staff members served as panelists for a number of organizations discussing the importance of increasing community trust through an effective community member complaint program.

FY18 to date

OPC has conducted 13 outreach events throughout the District. These outreach events include presentations to organizations that assist immigrants, high school and law school students, community leaders, and law enforcement officials. By the end of the fiscal year, OPC plans to conduct at least 24 outreach events and activities

57. Please provide an update on OPC's independent analysis of the events occurring during Inauguration Weekend in 2017?

The expert services' independent review contract was awarded to the Police Foundation on September 26, 2017 with work beginning on October 1, 2017. The contract term runs until June 30, 2018. The review is currently in progress. MPD has provided documents and videos and The Police Foundation is reviewing these materials. The Police Foundation is also currently engaging relevant external stakeholders for interviews. OPC remains in regular contact with The Police Foundation to ensure the progress of their review and facilitate any work needed to produce the final report.