



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

February 11, 2022

Sent via DropBox

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:

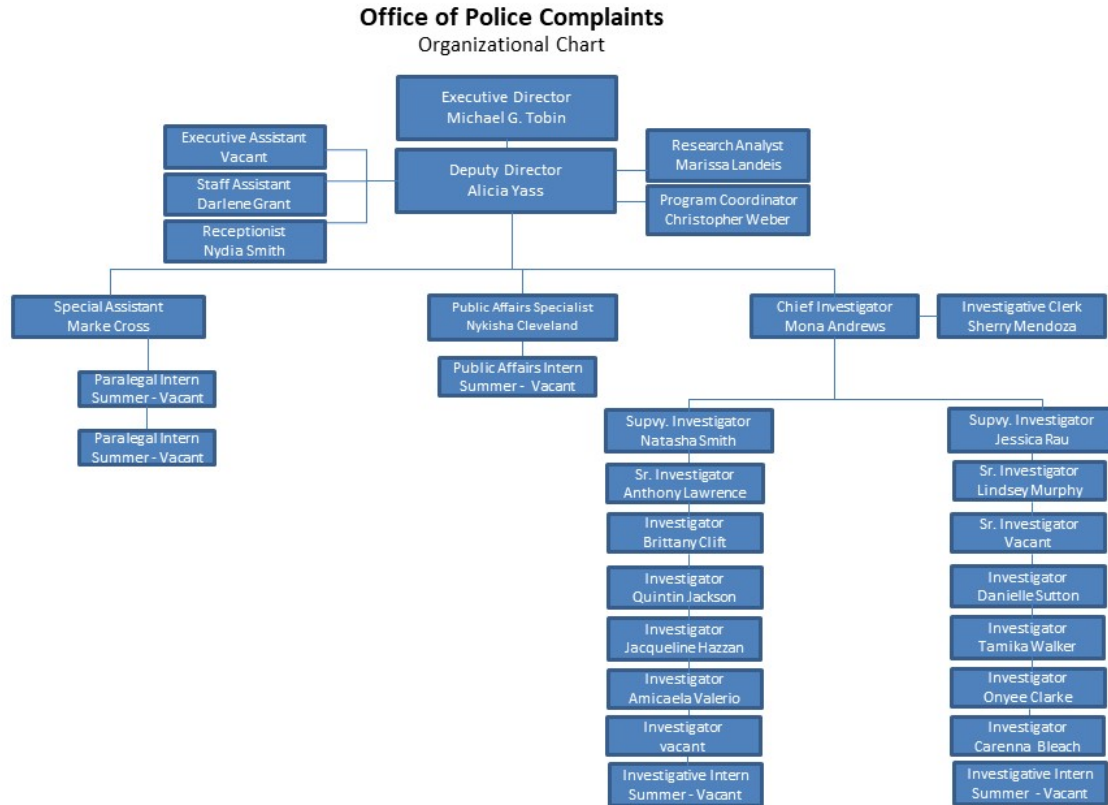
I am writing on behalf of the Office of Police Complaints (OPC) in response to your letter of January 18, 2022, in which you asked that OPC submit answers to your questions in advance of the annual performance oversight hearing for this agency on February 17, 2022. Included below are responses to each question.

Sincerely,

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 positions in each division or subdivision. Include the names and titles of all senior personnel, and note on the chart the date the information was collected.



February 4, 2022

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

Investigation Division: Includes 16 full-time staff members (1 Chief Investigator, 2 Investigation Managers, 12 Investigators, and 1 Investigative Clerk) that manage investigations and other case management responsibilities. There is a year-round intern program that includes Fall, Spring, and Summer investigative interns.

Executive Division: Includes 9 full-time 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, police policy review and

recommendations, and communications with other district agencies, the Council, and other 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, Spring, and Summer legal interns, and well as a summer public affairs intern.

- b. Please provide a narrative explanation of any changes to the organizational chart made during the previous year.

There are no substantive changes to the chart.

2. Please provide a current Schedule A for the agency *in Excel format* which identifies each filled, vacant, unfunded, and funded position by program and activity code, with the employee's name (if filled), title/position, salary, fringe benefits, and length of time with the agency (if filled). Please note the date the information was collected. The Schedule A should also indicate if the position is continuing/term/temporary/contract or if it is vacant or frozen. Please separate salary and fringe into separate columns and indicate whether the position must be filled to comply with federal or local law.

Fund	Program Code	Activity Code	Filled, Vacant or Frozen	Position Title	Employee Name	Hire Date	Grade	Step	Salary	Fringe	FTE	Reg/Temp/Term	Length of Time w/ Agency (in years)
0100	1000	1085	F	Clerical Assistant	Smith, Nydia M	9/28/2009	6	10	51,122.00	11,093.47	1.00	Reg	13
		<b>1085 Total</b>							<b>51,122.00</b>	<b>11,093.47</b>	<b>1.00</b>		
0100		1090	F	Executive Director	Tobin, Michael G	11/3/2014	11	0	229,617.63	49,827.03	1.00	Term	8
0100			F	Staff Assistant	Grant, Darlene L.	8/20/2018	11	2	64,768.00	14,054.66	1.00	Reg	4
0100			F	Deputy Executive Director	Yass, Alicia	7/25/2016	10	0	135,660.00	29,438.22	1.00	Reg	6
0100			V	Executive Assistant			12	1	77,649.00	16,849.83	1.00	Reg	
		<b>1090 Total</b>							<b>507,694.63</b>	<b>110,169.73</b>	<b>4.00</b>		
	<b>1000 Total</b>								<b>558,816.63</b>	<b>121,263.21</b>	<b>5.00</b>		
0100	2000	2010	F	Clerical Assistant	Mendoza, Sherry K.	12/7/2020	7	5	49,108.00	10,656.44	1.00	Reg	2
0100			F	Investigator	Bleach, Carena K.	1/18/2022	9	4	57,074.00	12,385.06	1.00	Reg	1
0100			F	Investigator	Clarke, Onyee	8/2/2021	9	2	53,745.00	11,662.67	1.00	Reg	1
0100			F	Investigator	Clift, Brittany	10/15/2019	11	3	66,785.00	14,492.35	1.00	Reg	3
0100			F	Investigator	Hazzan, Jacqueline	8/2/2021	11	4	68,801.00	14,929.82	1.00	Reg	1
0100			F	Investigator	Jackson, Quentin E	2/18/2020	11	1	62,751.00	13,616.97	1.00	Reg	2
0100			F	Investigator	Lawrence, Anthony D	7/29/2002	12	10	99,323.00	21,553.09	1.00	Reg	20
0100			F	Investigator	Murphy, Lindsey	2/8/2016	12	1	77,649.00	16,849.83	1.00	Reg	6
0100			F	Investigator	Sutton, Danielle	6/1/2015	11	9	78,884.00	17,117.83	1.00	Reg	7
0100			F	Investigator	Valerio, Amicaela	8/2/2021	9	1	52,080.00	11,301.36	1.00	Reg	1
0100			F	Investigator	Walker, Tamika C.	12/7/2020	11	1	62,751.00	13,616.97	1.00	Reg	2
0100			F	Program Analyst	Weber, Christopher	11/28/2016	11	6	72,834.00	15,804.98	1.00	Reg	6
0100			F	Supervisory Investigator	Andrews, Mona G.	12/13/2004	14	0	134,767.90	29,244.63	1.00	Reg	18
0100			F	Supervisory Investigator	Rau, Jessica	10/11/2013	13	0	101,391.21	22,001.89	1.00	Reg	9
0100			F	Supervisory Investigator	Smith, Natasha N	8/13/2001	13	0	115,960.52	25,163.43	1.00	Reg	21
0100			V	Investigator			9	0	52,080.00	11,301.36	1.00	Reg	
0100			V	Investigator			12	3	82,465.00	17,894.91	1.00	Reg	
0100			V	Student Intern (Paralegal Spec			9	0	13,020.00	2,825.34	0.25	Temp	
0100			V	Student Intern (Public Affairs			9	0	13,020.00	2,825.34	0.25	Temp	
0100			V	Student Intern (Paralegal Spec			9	0	13,020.00	2,825.34	0.25	Temp	
0100			V	Student Intern (Paralegal Spec			9	0	13,020.00	2,825.34	0.25	Temp	
		<b>2010 Total</b>							<b>1,340,529.63</b>	<b>290,894.93</b>	<b>18.00</b>		
	<b>2000 Total</b>								<b>1,340,529.63</b>	<b>290,894.93</b>	<b>18.00</b>		
0100	3000	3010	F	Public Affairs Specialist	Cleveland, Nykisha T	7/23/2007	11	10	80,900.00	17,555.30	1.00	Reg	15
		<b>3010 Total</b>							<b>80,900.00</b>	<b>17,555.30</b>	<b>1.00</b>		
	<b>3000 Total</b>								<b>80,900.00</b>	<b>17,555.30</b>	<b>1.00</b>		
0100	4000	4010	F	Research Analyst	Landeis, Marissa E.	10/26/2020	12	2	80,057.00	17,372.37	1.00	Reg	2
			F	Special Assistant	Cross, Marke D	3/6/2017	14	1	105,730.00	22,943.41	1.00	Reg	5
			V	Student Intern (Clerical)		5/13/2019	9	0	13,020.00	2,825.34	0.25	Temp	
		<b>4010 Total</b>							<b>198,807.00</b>	<b>43,141.12</b>	<b>2.25</b>		
	<b>4000 Total</b>								<b>198,807.00</b>	<b>43,141.12</b>	<b>2.25</b>		
	<b>Grand Total</b>								<b>2,179,053.26</b>	<b>472,854.56</b>	<b>26.25</b>		

3. Please list all employees detailed to or from your agency during FY21 and FY22, to date. 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 vehicles owned, leased, or otherwise used by the agency and to whom the vehicle is assigned, as well as a description of all vehicle collisions involving the agency's vehicles in FY21 and FY22, to date; and

Vehicle Type	Tag Number	Dates	Accidents	Notes
2022 Toyota Prius Prime Hybrid	DC 13889	FY21	None	Acquired on September 10, 2021
2021 Chrysler Pacifica	DC 14172	FY21	None	Acquired on August 4, 2021
2014 Honda Civic Hybrid	DC 8843	FY20 FY21	None	Returned to DPW on October 8, 2021
2014 Honda Civic Hybrid	DC 10492	FY20 FY21	None	Returned to DPW on August 4, 2021

- b. A list of travel expenses, arranged by employee for FY21 and FY22, to date, including the justification for travel.

Employee	Position Title	Total Expense	Location/Dates	Justification
Marke Cross	Special Assistant	\$1948.81	Tucson, Arizona 12/12/21 – 12/16/21	2021 NACOLE Conference

Brittany Clift	Investigator	\$1923.91	Tucson, Arizona 12/12/21 – 12/16/21	2021 NACOLE Conference
Danielle Sutton	Investigator	\$1825.96	Tucson, Arizona 12/12/21 – 12/16/21	2021 NACOLE Conference
Alicia Yass	Deputy Executive Director	\$1997.37	Tucson, Arizona 12/12/21 – 12/16/21	2021 NACOLE Conference

- Please list all memoranda of understanding (“MOU”) entered into by the agency in FY21 and FY22, to date, as well as any MOU currently in force. For each, indicate the date into which the MOU was entered and the termination date.

OPC did not enter MOUs in FY21 or FY22 to date.

- 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 FY21 and FY22, to date.

OPC is an active member of the National Association of Civilian Oversight of Law Enforcement (NACOLE). In FY21 and FY22, to date OPC staff were asked to speak or present at virtual regional and national NACOLE conferences as well as participating in planning for future NACOLE trainings.

OPC was contacted by the Chicago civilian oversight agency to consult on different strategies regarding creating their mediation program. OPC is often contacted informally to offer guidance to existing or newly created civilian oversight agencies to provide guidance and advice on processes and operations.

OPC has not collaborated with any federal agencies.

- For FY21 and FY22, to date, please list all intra-District transfers to or from the agency, and include a narrative description of the purpose of each transfer.

## **FY 2021 intra-District Transfers To - BUYER SUMMARY**

**OFFICE OF POLICE COMPLAINTS (FH0)**

<b>SELLING AGENCY</b>	<b>DESCRIPTION OF SERVICES PROVIDED</b>	<b>AMOUNT</b>
Department of Public Works (DPW)	Fleet maintenance	2,084
Office of Contracting and Procurement Purchase Card Program (PX0)	Agency p-card for FY21	29,390
<b>TOTAL</b>		<b>31,475</b>

<b>FY 2021 intra-District Transfers From - SELLER SUMMARY</b>		
<b>OFFICE OF POLICE COMPLAINTS (FH0)</b>		
<b>BUYING AGENCY</b>	<b>DESCRIPTION OF SERVICES PROVIDED</b>	<b>AMOUNT</b>
None		
<b>TOTAL</b>		<b>0</b>

<b>FY 2022 intra-District Transfers To - BUYER SUMMARY</b>		
<b>OFFICE OF POLICE COMPLAINTS (FH0)</b>		
<b>SELLING AGENCY</b>	<b>DESCRIPTION OF SERVICES PROVIDED</b>	<b>AMOUNT</b>
Department of Public Works (DPW)	Fleet maintenance	2,084
Office of Contracting and Procurement Purchase Card Program (PX0)	Agency p-card for FY22	25,415
<b>TOTAL</b>		<b>27,499</b>

<b>FY 2022 intra-District Transfers From - SELLER SUMMARY</b>		
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OFFICE OF POLICE COMPLAINTS (FH0)		
BUYING AGENCY	DESCRIPTION OF SERVICES PROVIDED	AMOUNT
None		
<b>TOTAL</b>		<b>0</b>

8. For FY21 and FY22, 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;
  - Expenditures of funds, including the purpose of each expenditure;
  - Whether expenditures from the fund are regulated by statute or policy, and if so, how; and
  - The current fund balance.

OPC neither maintains, uses, nor has available to use any special purpose revenue funds for FY21 and FY22 to date.

9. For FY21 and FY22, to date, please list all purchase card spending by the agency, the employee making each expenditure, and the general purpose of each expenditure.

FY 2021 Pcard		
Amount	Name	Transactions
\$29,390	Christopher Weber	Membership dues, conference dues, office supplies, certifications, online NACOLE conference, and training

FY 2022 Pcard (thru December 31, 2021)		
Amount	Name	Transactions
\$5,896	Christopher Weber	Hotel/Lodging, airfare, security, conference, online NACOLE conference, office supplies

10. Please list all capital projects in the financial plan for the agency or under the agency's purview in FY21 and FY22, to date, and provide a narrative update on each project,

including the amount budgeted, actual dollars spent, and any remaining balances. Please also include projects for the benefit of the agency that are in the budget of the Department of General Services or another agency. In addition, please provide:

- a. A narrative description of all capital projects begun, in progress, or concluded in FY20, FY21, and FY22, to date, including the amount budgeted, actual dollars spent, any remaining balances, and the work undertaken;
- b. An update on all capital projects planned for the four-year financial plan;
- c. A description of whether the capital projects begun, in progress, or concluded in FY20, FY21, and FY22, to date, had an impact on the operating budget of the agency. If so, please provide an accounting of such impact; and
- d. A description and the fund balance for any existing allotments.

OPC has no capital projects in FY21 and none planned for FY22 to date.

11. Please provide a list of all budget enhancement requests (including capital improvement needs) for FY21 and FY22, to date. For each, include a description of the need, the amount of funding requested, and whether the enhancement was approved.

To date, OPC has not requested any budget enhancements for FY21 and FY22.

12. Please list, in chronological order, each reprogramming in FY21 and FY22, to date, that impacted the agency, including those that moved funds into the agency, out of the agency, or within the agency. Include known, anticipated reprogrammings, as well as the revised, final budget for your agency after the reprogrammings. For each reprogramming, list the date, amount, rationale, and reprogramming number.

<b>FY 2021 REPROGRAMMING LIST</b>					
<b>LOCAL</b>			<b>Starting Budget</b>		<b>\$2,612,656</b>
<b>FISCAL YEAR</b>	<b>FUND</b>	<b>DATE ENTERED</b>	<b>IN/OUT/WITHIN</b>	<b>RATIONALE</b>	<b>AMOUNT</b>
21	0100	10/18/2021	Out	Year-End Reprogramming to PSJC agecnies	(\$190,667)
21	0100	3/3/2021	Within	Cover the costs of technology refresh, vehicle purchase, employee training, and office support activities (\$150,000)	
<b>Final Budget</b>					<b>\$2,421,989</b>

<b>FY 2022 REPROGRAMMING LIST</b>			
<b>LOCAL</b>		<b>Starting Budget</b>	
		<b>\$2,892,257</b>	

FISCAL YEAR	FUND	DATE ENTERED	IN/OUT/WITHIN	RATIONALE	AMOUNT
22	0100	1/26/2022	WITHIN	Funds are needed to provide various operational priorities; including technology refresh, employee training, office maintenance and minor office support (\$93,000)	
<b>Final Budget</b>					<b>\$2,892,257</b>

13. Please list each grant or sub-grant **received by** your agency in FY21 and FY22, to date. List the date, amount, source, purpose of the grant or sub-grant received, and amount expended.
- a. How many FTEs are dependent on grant funding?
  - b. What are the terms of this funding?
  - c. If it is set to expire, what plans, if any, are in place to continue funding the FTEs?

OPC has not received any grants or sub-grants for FY21 and FY22 to date. OPC has no FTEs dependent on grant funding.

14. Please list each grant or sub-grant **granted by** your agency in FY21 and FY22, to date. List the date, amount, source, and purpose of the grant or sub-grant granted.

OPC has not granted any grants or sub-grants for FY21 and FY22 to date.

15. Please list each contract, procurement, and lease entered into or extended and option years exercised by your agency during FY21 and FY22, to date. For each contract, procurement, or lease, please provide the following information, where applicable:
- a. The name of the party;
  - b. The nature of the contract, procurement, or lease, including the end product or service;
  - c. The dollar amount of the contract, procurement, or lease, including amount budgeted and amount actually spent;
  - d. The term of the contract, procurement, or lease;
  - e. Whether it was competitively bid;
  - f. The name of the agency's contract monitor(s) 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
CI Technologies, Inc.	IA Pro software license renewal and maintenance	\$2,653.02	Annual	N	Christopher Weber	0100	21
		\$2,706.08			Darlene Grant		22
Consensus Building Institute	Mediation Services	\$8,000.00,	1 <sup>st</sup> year with 2 option years	N	Christopher Weber	0100	21
		\$8,000.00	2 <sup>nd</sup> year of 2 year option		Christopher Weber		22
Reed Elsevier Lexis Nexis	Online Research	\$3,540.00	Annual	N	Christopher Weber	0100	21
		\$3,696.00			Darlene Grant		22
Keyed In LLC	Security Camera System Updates	\$2,985.00	1 year	N	Darlene Grant	0100	21
Park America	Parking Spaces Agency Vehicles	\$6,480.00	Annual	N	Christopher Weber	0100	21
	Executive Director Space	\$6,480.00			Darlene Grant		22
Star Office Products	Copier Maintenance	\$6,000.00	Annual	Y/CBE	Darlene Grant	0100	21
		\$6,000.00			Darlene Grant		22
Datawatch Systems	Payment for Office Security System	\$4,950.00	Annual	N	Christopher Weber	0100	21
		\$5,521.50			Darlene Grant		22
Dupont Computers Inc.	Laptop computers purchase	\$2,148.00	One-time	Y/CBE	Darlene Grant	0100	21
CDW-G	iPads replacement purchase	\$8,834.40	One-time	Y/CBE	Darlene Grant	0100	21

16. Please list and describe all pending and closed lawsuits that name or named the agency or agency leadership as parties in FY21 and FY22, to date (include the parties' names, docket number, and date the case was filed and/or closed), include a narrative explanation of the specific issues involved in each case, and describe the current status of the litigation. Identify which cases on the list are lawsuits that potentially expose the District to significant financial liability or could result in a change to agency practices.

OPC has one pending lawsuit regarding a former employee's termination from the agency for misconduct. OPC does not anticipate that this lawsuit will subject the District to significant financial liability.

17. Please list all judgments against and settlements executed by the agency or by the District on behalf of the agency, of any amount, in FY21 or FY22, to date, and provide the parties' names, the date on which the judgment was issued or settlement was executed, the amount of the judgment or settlement, and if related to litigation, the case name, docket number, and a brief description of the case. Include non-monetary costs such as backpay and leave restoration. If unrelated to litigation, please describe the underlying issue or reason for the judgment or settlement (e.g. excessive use of force, wrongful termination, sexual harassment). Please also describe any matters which are currently in settlement negotiations or for which a judgment is imminent.

OPC has not entered into any settlements in FY21 or FY22 to date.

18. Did the agency use outside counsel in FY21 and FY22, to date? If so, for what matter(s) and in what amount(s)?

OPC has not used outside counsel in FY21 or FY22 to date.

19. Please list the complaints, grievances, or similar charges – whether informal or formal and whether handled internally or externally – that the agency received or otherwise responded to in FY21 and FY22, to date, broken down by source. Please describe the process utilized to respond to any complaints, grievances, or similar charges and any changes to agency policies or procedures that may have resulted. For any complaints, grievances, or similar charges that were resolved in FY21 or FY22, to date, describe the resolution. Specifically note any matters that implicated agency senior staff or leadership.

In FY21 OPC had three pending OHR complaints- two from employees, and one from a member of the public. These complaints are still pending.

OPC is not aware of any new complaints filed in FY22.

To date, no change in agency policy or procedures resulted.

20. Please describe the agency's procedures for investigating allegations of sexual harassment, sexual misconduct, or discrimination committed by or against agency employees. List and describe any allegations relating to the agency or its employees in FY21 and FY22, to date, and whether and how those allegations were resolved, whether internal or external (e.g. a specific disciplinary action, such as re-training, employee transfer, suspension, or termination, or an investigation).

<b>Investigation Procedures</b>	
Clock starts	Allegation of sexual harassment. If the allegation was not reported to the Sexual Harassment Officer (SHO), the individual who received the allegation must immediately notify the SHO.
Within 3 Days	Notify the Mayor's Office of Legal Counsel (MOLC) of the allegation within 3 days.
Over the Course of 60 Days	SHO conducts an investigation of the allegation.
Within 60 Days	SHO concludes the investigation and produces a SHO Investigation Report to the Executive Director, outlining the evidence and outcome of the investigation.
After review of the SHO Investigation Report	Executive Director issues Notice of Findings and Conclusions based on the SHO Investigation Report. Executive Director provides the Notice of Findings and Conclusions to the Complainant and Alleged Harasser AND provides a copy of the Notice to the MOLC.

The agency has not received allegations of sexual harassment, sexual misconduct, or discrimination committed by or against agency employees in FY21 and FY22 to date.

- a. Please also identify whether the agency became aware of any similar matters in FY21 or FY22, to date, through means other than an allegation, and if so, how the matter was resolved (e.g. sexual harassment was reported to the agency, but not by the alleged victim).

The agency has not become aware of similar matters through means other than an allegation in FY21 and FY22 to date.

21. Please provide a list of the total workers' compensation payments paid by the agency or on the agency's behalf in FY21 and FY22, to date, including the number of employees who received workers' compensation payments, in what amounts, and for what reasons.

In FY21 and FY22 to date, OPC has not paid any workers' compensation payments

22. Please list and describe any ongoing internal or external investigations, audits, or reports on the agency or any employee of the agency, or any internal or external investigations, studies, audits, or reports on the agency or any employee of the agency that were completed during FY21 and FY22, to date.

In FY21 and FY22 to date, OPC had no ongoing or completed investigations, audits, or reports.

23. Please describe any spending pressures the agency experienced in FY21 and any anticipated spending pressures for the remainder of FY22. Include a description of the

pressure and the estimated amount. If the spending pressure was in FY21, describe how it was resolved, and if the spending pressure is in FY22, describe any proposed solutions.

OPC faced spending pressures in FY21 due to budget cuts. OPC handled these pressures through vacancies, cutting all training and travel, and limiting office supply purchases. In FY22 OPC similarly has faced issues due to budget cuts. The agency has worked around these funding pressures by delaying some costs till after Q1 reprogramming when the agency is able to take advantage of the savings from some vacant positions.

24. Please provide a copy of the agency's FY21 performance plan. Please explain which performance plan objectives were completed in FY21 and whether they were completed on time and within budget. If they were not, please explain.

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## Office of Police Complaints FY2021

Agency Office of Police Complaints

Agency Code FHO

Fiscal Year 2021

Mission The mission of the Office of Police Complaints (OPC) is to increase community trust in the police and promote positive community-police interactions.

Summary of Services OPC receives, investigates, adjudicates, and mediates police misconduct complaints filed by the community against Metropolitan Police Department (MPD) and D.C. Housing Authority Police Department (DCHAPD) police officers. In addition to these responsibilities, the agency issues policy recommendations to the Mayor, the Council of the District of Columbia, and the Chiefs of Police of MPD and DCHAPD proposing police policy or practice reforms to ensure the District police forces are using the best practices available.

### 2021 Accomplishments

Accomplishment	Impact on Agency	Impact on Residents
The Office of Police Complaints exceeded the goal for completing investigations within 180 days. The target was 75% and the actual number was 89.9%.	The investigators at the Office of Police Complaints work hard to process their cases and meet the goal of resolving cases within 180 days.	By ensuring that cases are investigated quickly, yet still fully, the Office of Police Complaints can maintain the trust of the community. Those who file complaints have a resolution quickly and know that their complaint was investigated.
The Office of Police Complaints held 30 outreach events.	The agency worked hard to find virtual opportunities for community outreach. While in-person outreach opportunities may open up over the next year, the knowledge gained on how to successfully conduct outreach virtually will enable the agency to keep all options for outreach open.	Even in a year when COVID continued to complicate holding outreach events, The Office of Police Complaints made sure to reach out to the community to ensure they knew about the complaint process and the services that the agency could provide to them.

### 2021 Key Performance Indicators

Measure	Frequency	FY 2019 Actual	FY 2020 Actual	FY 2021 Target	FY 2021 Quarter 1	FY 2021 Quarter 2	FY 2021 Quarter 3	FY 2021 Quarter 4	FY 2021 Actual	Was 2021 KPI Met?	Explanation For Unmet KPI
<b>1 - Resolve police misconduct complaints in an impartial, timely, and professional manner. (2 Measures)</b>											
Percent of investigations completed within 180 days	Quarterly	85%	86.3%	75%	74%	88%	97.4%	93.3%	89.9%	Met	
Percent of complaint examiner decisions completed within 120 days	Quarterly	100%	100%	100%	100%	100%	100%	100%	100%	Met	
<b>2 - Promote positive community-police interactions through public education and awareness. (1 Measure)</b>											
Percent of mediations completed within 30 days of referral	Quarterly	New in 2021	New in 2021	New in 2021	100%	100%	100%	87.5%	99.5%	New in 2021	
<b>3 - Enhance OPCs mission to improve public confidence and community trust. (1 Measure)</b>											
Percent of policy recommendation reports published	Quarterly	100%	100%	100%	100%	100%	100%	20%	98.7%	Nearly Met	Staffing changes lead to issuing 4 policy recommendation reports in FY21 instead of 5. DCPC expects to be back on track with 5 reports in FY22 now that staffing issues have resolved.

### 2021 Workload Measures

Measure	FY 2019 Actual	FY 2020 Actual	FY 2021 Quarter 1	FY 2021 Quarter 2	FY 2021 Quarter 3	FY 2021 Quarter 4	FY 2021 Actual
<b>1 - Conduct complaint examiner In-Service Training (1 Measure)</b>							
Number of complaint examiners attended required training	8	8	0	0	0	9	9
<b>1 - Conduct management meetings (1 Measure)</b>							
Number of management meetings held	28	31	7	6	6	4	23
<b>1 - Investigator participating in continual professional development (4 Measures)</b>							
Number of investigators attending annual MPD professional development training	15	11	0	12	0	8	20
Number of investigators attending at least 2 external training sessions	8	8	0	3	2	4	9
Number of new investigators attending Reid Training	4	0	0	0	2	0	2
Number of presentations completed	7	7	0	0	0	2	2

Measure	FY 2019 Actual	FY 2020 Actual	FY 2021 Quarter 1	FY 2021 Quarter 2	FY 2021 Quarter 3	FY 2021 Quarter 4	FY 2021 Actual
<b>1 - Manage and monitor complaint examiner compliance (4 Measures)</b>							
Number of complaint examiner decisions processed	23	18	6	6	2	3	17
Number of rapid resolution referrals	17	98	25	12	7	19	63
Number of cases withdrawn by the complainant	33	18	4	3	5	5	17
Number of Policy Training Referrals	30	33	5	5	4	1	15
<b>2 - Communicate with a wide range of organizations, government agencies, social service providers, neighborhood associations, and advocacy groups to create partnerships (1 Measure)</b>							
Number of community partnerships created	1	1	0	0	0	0	0
<b>2 - Communicate with civic groups, government organizations, schools, advisory boards, etc. to schedule outreach events (1 Measure)</b>							
Number of outreach events held	51	42	8	8	5	9	30
<b>3 - Conduct regular meetings with MPD leadership to discuss policy change recommendations (1 Measure)</b>							
Number of meetings held with MPD	5	4	1	1	1	1	4
<b>3 - Research policing best practices (1 Measure)</b>							
Number of policy recommendations issued	12	8	3	0	0	6	9
<b>3 - Review all OPC complaints received to determine trends and/or patterns (4 Measures)</b>							
Number of complaints received	879	841	Annual Measure	Annual Measure	Annual Measure	Annual Measure	827
Number of contacts	1748	1746	226	422	246	153	1047
Number of mediations referred	New in 2021	New in 2021	10	8	12	8	38
Numbers of mediations not held	New in 2021	New in 2021	1	2	3	0	6

## 2021 Operations

Operations Title	Operations Description	Type of Operations
<b>1 - Resolve police misconduct complaints in an impartial, timely, and professional manner. (4 Activities)</b>		
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
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
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
Conduct management meetings	Investigation managers meet to ensure that the cases are being investigated with the best techniques and best practices and that they are timely.	Daily Service
<b>2 - Promote positive community-police interactions through public education and awareness. (2 Activities)</b>		
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
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
<b>3 - Enhance OPCs mission to improve public confidence and community trust. (3 Activities)</b>		
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
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
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

All FY21 performance plan objectives were completed on time and within budget, except for the number of policy recommendations released. This minor shortfall was due primarily to a change in staffing during FY21, and should not be an issue again in FY22.

25. Please provide a copy of your agency's FY22 performance plan, as submitted to the Office of the City Administrator.

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## Office of Police Complaints FY2022

Agency Office of Police Complaints

Agency Code FHO

Fiscal Year 2022

Mission The mission of the Office of Police Complaints (OPC) is to increase community trust in the police and promote positive community-police interactions.

### Strategic Objectives

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

### Key Performance Indicators (KPIs)

Measure	Directionality	FY 2019 Actual	FY 2020 Actual	FY 2021 Actual	FY 2022 Target
<b>1 - Resolve police misconduct complaints in an impartial, timely, and professional manner. (2 Measures)</b>					
Percent of investigations completed within 180 days	Up is Better	85%	86.3%	89.9%	75%
Percent of complaint examiner decisions completed within 120 days	Up is Better	100%	100%	100%	100%
<b>2 - Promote positive community-police interactions through public education and awareness. (1 Measure)</b>					
Percent of mediations completed within 30 days of referral	Up is Better	New in 2021	New in 2021	99.5%	100%
<b>3 - Enhance OPCs mission to improve public confidence and community trust. (1 Measure)</b>					
Percent of policy recommendation reports published	Up is Better	100%	100%	98.7%	100%

### Operations

Operations Title	Operations Description	Type of Operations
<b>1 - Resolve police misconduct complaints in an impartial, timely, and professional manner. (4 Activities)</b>		
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
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
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
Conduct management meetings	Investigation managers meet to ensure that the cases are being investigated with the best techniques and best practices and that they are timely.	Daily Service
<b>2 - Promote positive community-police interactions through public education and awareness. (2 Activities)</b>		
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
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
<b>3 - Enhance OPCs mission to improve public confidence and community trust. (3 Activities)</b>		
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
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
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

### Workload Measures (WMs)

Measure	FY 2019 Actual	FY 2020 Actual	FY 2021 Actual
<b>1 - Conduct complaint examiner In-Service Training (1 Measure)</b>			
Number of complaint examiners attended required training	8	8	9

Measure	FY 2019 Actual	FY 2020 Actual	FY 2021 Actual
<b>1 - Conduct management meetings (1 Measure)</b>			
Number of management meetings held	28	31	23
<b>1 - Investigator participating in continual professional development (4 Measures)</b>			
Number of investigators attending at least 2 external training sessions	8	8	9
Number of investigators attending annual MPD professional development training	15	11	20
Number of new investigators attending Reid Training	4	0	2
Number of presentations completed	7	7	2
<b>1 - Manage and monitor complaint examiner compliance (4 Measures)</b>			
Number of rapid resolution referrals	17	98	63
Number of complaint examiner decisions processed	23	18	17
Number of cases withdrawn by the complainant	33	18	17
Number of Policy Training Referrals	30	33	15
<b>2 - Communicate with a wide range of organizations, government agencies, social service providers, neighborhood associations, and advocacy groups to create partnerships (1 Measure)</b>			
Number of community partnerships created	1	1	0
<b>2 - Communicate with civic groups, government organizations, schools, advisory boards, etc. to schedule outreach events (1 Measure)</b>			
Number of outreach events held	51	42	30
<b>3 - Conduct regular meetings with MPD leadership to discuss policy change recommendations (1 Measure)</b>			
Number of meetings held with MPD	5	4	4
<b>3 - Research policing best practices (1 Measure)</b>			
Number of policy recommendations issued	12	8	9
<b>3 - Review all OPC complaints received to determine trends and/or patterns (4 Measures)</b>			
Number of complaints received	879	841	827
Numbers of mediations not held	New in 2021	New in 2021	6
Number of mediations referred	New in 2021	New in 2021	38
Number of contacts	1748	1746	1047

26. Please describe any regulations promulgated by the agency in FY21 or FY22, to date, and the status of each.

No regulations were promulgated in FY21 or in FY22 to date.

27. Please provide the number of FOIA requests for FY21 and FY22, to date, that were 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.

FOIA requests	Total	Granted	Partially Granted	Denied	Pending	Response Time	FTEs	Hours Spent	Cost
FY21	76	7	22	24	0	2	1	135	\$8,762
FY22 (to date)	37	6	13	12	0	3	1	46	\$2,388

28. Please provide a list of all studies, research papers, reports, and analyses that the agency prepared or for which the agency contracted during FY21 and FY22, to date. Please state the status and purpose of each. Please submit a hard copy to the Committee if the study, research paper, report, or analysis is complete.

In FY21, OPC did not have any studies.

In FY22, the Council provided the budget to OPC for a study to determine whether threat assessments conducted by the Metropolitan Police Department were influenced by bias. However, to date there has not yet been legislative action taken to define the nature and scope of this study.

29. Please list in descending order the top 25 overtime earners in your agency in FY21 and FY22, to date, if applicable. For each, state the employee's name, position number, position title, program, activity, salary, fringe, and the aggregate amount of overtime pay earned. Please describe the process the agency uses to determine which employees are granted overtime.

There was no overtime earned in FY21 or FY22 to date.

30. For FY21 and FY22, to date, please provide a list of employee bonuses or special pay granted that identifies the employee receiving the bonus or special pay, the amount received, and the reason for the bonus or special pay.

There were no bonuses or special award pay granted in FY21 or FY 22 to date.

31. For FY21 and FY22, to date, please list each employee separated from the agency with separation pay. State the amount, number of weeks of pay, and reason for the separation.

**FY21 SEPARATION PAYOUT**

<b>Employee Name</b>	<b>Terminal Leave &amp; Comp Time Payout</b>	<b>Reason</b>
Howard, Rochelle Marie	22,571	Resignation
Davis, Jeffrey	2,852	Resignation
Li, Yan	2,452	Termination
Jeffrey, Samantha A	621	Resignation
<b>TOTAL</b>	<b>\$28,496</b>	

OPC has not had any separation payouts in FY22 to date.

32. Please provide the name of each employee who was or is on administrative leave in FY21 and FY22, to date. In addition, for each employee identified, please provide: (1) their position; (2) a brief description of the reason they were placed on leave; (3) the dates they were/are on administrative leave; (4) whether the leave was/is paid or unpaid; and (5) their current status.

No employees were placed on paid or unpaid administrative leave in FY21 and FY22 to date.

33. Please provide each collective bargaining agreement that is currently in effect for agency employees. Include the bargaining unit and the duration of each agreement. Note if the agency is currently in bargaining, and if so, its anticipated completion.

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

34. If there are any boards, commissions, or task forces associated with your agency, please provide a chart listing the names, number of years served, agency affiliation, and attendance of each member. Include any vacancies. Please also attach agendas and minutes of each board, commission, or task force meeting in FY21 or FY22, to date, if minutes

were prepared. Please inform the Committee if the board, commission, or task force did not convene during any month.

<b>Board Member</b>	<b>Yrs Served</b>	<b>Last Confirmation Date</b>	<b>Term</b>	<b>Ward of Residence</b>	<b>Attendance</b>
Paul Ashton, Chairperson	7	January 12, 2019	January 12, 2022	Ward 5	Yes
Bobbi Strang, Board Member	7	March 17, 2020	January 12, 2023	Ward 7	Yes
Jeff Tignor, Board Member	3	July 13, 2021	January 12, 2024	Ward 4	Yes
Earl Fowlkes, Jr., Board Member	1	July 13, 2021	January 12, 2023	Ward 6	Yes

All Police Complaints Board notice of meetings, agendas, and audio recordings can be found at <https://www.open-dc.gov/public-bodies/police-complaints-board>.

All minutes can be found at <https://policecomplaints.dc.gov/page/police-complaint-board-meeting-minutes>.

35. 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 FY21 annual report on November 15, 2021.

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 the inaugural report on January 23, 2018, the second report on March 19, 2019, the third report on October 13, 2020, the CY20 report on April 26, 2021 (due to reporting delays by MPD). The CY21 report is expected to be released soon. As this report is a calendar year report, it can only be published after the calendar year has ended and MPD has reported their data to OPC. OPC then analyzes the data and issues the report as expeditiously as possible.

36. Please provide a list of any additional training or continuing education opportunities made available to agency employees in FY21 and FY22, to date. For each additional training or

continuing education program, please provide the subject of the training, the names of the trainers, and the number of agency employees trained.

<b>Training</b>	<b>Trainer</b>	<b># of OPC emp</b>
Sworn Officer Annual Professional Development Training	MPD Academy	14
NACOLE Annual Conference	NACOLE	4
Sexual Harassment Officer Training	DCHR	2
Cybersecurity Training	DCHR	21
FOIAXpress User Conference	AINS/FOIAXpress	1
BEGA Ethics Counselor Training	BEGA	2
Annual Manager Training	DCHR	4
Interview and Interrogation Training	Reid & Associates	5
NACOLE Webinars	NACOLE	14

37. Please describe any initiatives that the agency implemented in FY21 or FY22, 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 through FY21, to date OPC has worked with DCHR to reclassify, redescribe, or recertify every staff position description to ensure it better aligns with current operations.

OPC collaborates continually with the MPD OPC Liaisons to constantly look for avenues to improve communication and collaboration between the agencies. In FY21 this led to re-examining the rapid resolution referral process, and an increase in the number of cases for this process.

38. What are the agency's top five priorities? Please explain how the agency expects to address these priorities in the remainder of FY22. How did the agency address its top priorities listed for this question last year?

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 continues.

3. Continuing to 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 FY22, 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.

OPC reviews MPD’s body worn camera (BWC) usage compliance trends found in the investigated cases. OPC began reporting the optics of such compliance in our FY18 Mid-Year Report published in April 2018 and our FY18 Annual Report published in November 2018, and continues to include this in such reports. OPC has seen a gradual increase in MPD BWC usage compliance since BWC was fully implemented in December 2016. In FY21, OPC observed BWC non-compliance in 29% of BWC videos viewed by investigators.

5. Police and Oversight Reform.

OPC is working with the Police Reform Commission, the Council, and other entities to review best practices and modifications to policing and police oversight in the District.

39. Please list each new program implemented by the agency during FY21 and FY22, to date. For each initiative, please provide:
- a. A description of the initiative;
  - b. The funding required to implement the initiative; and
  - c. Any documented results of the initiative.

Initiative	Description	Funding Required
Instructional Videos	OPC is working on:	\$0

	<ul style="list-style-type: none"> <li>• An instructional video to add to the agency website that will explain how to file out our online complaint form</li> <li>• A video welcome message from the Director will be added to the agency website</li> </ul>	
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40. How does the agency measure programmatic success? Please discuss any changes to outcomes measurement in FY21 and FY22, 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; and
- (4) Percent of policy recommendation reports published.

41. 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 KPIs outlined in Question 41, 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. Number of investigators attending annual MPD professional development training
- d. Number of investigators attending at least 2 external training sessions
- e. Number of 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
- k. Number of rapid resolution referrals
- l. Number of policy training referrals

42. Please identify whether, and if so, in what way, the agency engaged The Lab @ DC in FY21 or FY22, to date.

OPC periodically attends The Lab @ DC meetings and presentations.

43. 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 voting member of the MPD Use of Force Review Board, because of the Comprehensive Policing and Justice Reform Second Emergency Amendment Act of 2020 (D.C. Act 23-336; 67 DCR 9148) and the Comprehensive Policing and Justice Reform Second Temporary Amendment Act of 2020 (D.C. Law 23-151; 67 DCR 14603). Prior to this legislation, the Executive Director was a non-voting member.

The Executive Director is also a voting member of the Police Officer Standards and Training Board.

44. Please explain the impact on your agency of any federal legislation passed during FY21 and FY22, to date, which significantly affected agency operations.

OPC was not affected by any federal laws passed in FY21 or FY22 to date.

45. Please describe any steps the agency took in FY21 and FY22, to date, to improve the transparency of agency operations, including any website upgrades or major revisions.

OPC continuously updates its website and social media accounts to ensure the public is aware of any outreach activities, announcements, board meetings, published policy recommendations, and employment opportunities. OPC continues to expand our community partnerships to ensure our services are available to as many District community members as possible.

46. 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 is or can be granted access to all or part of each system.

OPC uses IPro as an internal case management system for complaints received, and has since approximately 2004. IPro was last updated in February 2021 with a system-wide update. The public cannot access IPro, however the information contained in the system is used as the basis for OPC's public reporting.

47. Please provide a detailed description of any new technology acquired in FY21 and FY22, to date, including the cost, where it is used, and what it does. Please explain if there have been any issues with implementation.

OPC did not acquire new technology systems in FY21 or FY 22 to date.

OPC did replace all outdated iPads in FY21 as reflected in question 15.

### Agency-Specific Questions

48. Please describe any First Amendment assembly monitoring conducted by OPC in FY21 and FY22, to date.

OPC is constantly monitoring traditional and social media for information on incidents at First Amendment Assemblies and to determine if OPC needs to monitor the events in person. In FY 21 and FY22 OPC had teams prepared and trained to monitor the following events:

- November Election, November 3-8, 2020 (OPC staff was trained and on-call to monitor these days, but ultimately no events warranted monitoring)
- Inauguration, January 20, 2021 (OPC staff was trained and on-call to monitor, but ultimately no events warranted monitoring)
- January 6 Anniversary, January 6, 2022 OPC staff was trained and on-call to monitor, but ultimately no events warranted monitoring)
- March for Life, January 21, 2022 (OPC staff was trained and on-call to monitor, but ultimately no events warranted monitoring)

49. Please briefly describe each policy recommendation released in FY21 and FY22, to date.

FY21:

- Stop and Frisk Data Review
- Discipline
- Use of Force Report CY19
- FY19 Implementation Update and Reexamination of FY15-18 Implementation Updates
- Marijuana Trained Drug Detection Canines

FY22 to date:

- FY20 Implementation Update
  - a. Does the agency anticipate releasing policy recommendations in the remainder of FY22? If so, please provide a brief description of the topic.

The agency is constantly evaluating trends in complaints as well as best practices from across the country to determine what issues are appropriate for policy recommendations. Potential policy recommendations currently under review include recommendations for window tint violations, MPD's disciplinary report, off-duty firearms and police action, animal control calls, and field sobriety tests.

50. In FY20, FY21, and FY22, to date:

- a. How many individuals contacted OPC to inquire about filing a complaint?
- b. How many complaints were received? How many complaints were related to alleged MPD conduct and HAPD conduct?
- c. How many complaints were closed?
- d. How many full investigative reports were completed?
- e. How many were adjudicated?
- f. How many were successfully mediated?
- g. How many cases were referred to an independent hearing examiner?
- h. How many of those cases resulted in a hearing?
- i. How many complainants were represented by counsel in those hearings?

	<b>FY20</b>	<b>FY21</b>	<b>FY22 (to date)</b>
<b>a. How many individuals contacted OPC to inquire about filing a complaint?</b>	1,963	1,678	346
<b>b. How many complaints were received?</b>	841	827	215
<b>1) Related to MPD</b>	835	814	214
<b>2) Related to HAPD</b>	6	13	1
<b>c. How many complaints were closed?</b>	893	838	223
<b>d. How many full investigative reports were completed?</b>	18	17	7
<b>e. How many were adjudicated?</b>	18	17	7
<b>f. How many were successfully mediated?</b>	26	24	11
<b>g. How many cases were referred to an independent hearing examiner?</b>	18	17	7
<b>h. How many of those cases resulted in a hearing?</b>	0	0	0
<b>i. How many complainants were represented by counsel in those hearings?</b>	n/a	n/a	n/a

51. How many cases investigated by OPC involved BWC non-compliance of some form?

<b>FY21</b>	<b>FY22 (to date)</b>
117	21

52. How many subject officers have been referred to MPD and HAPD for policy training or rapid resolution in FY21 and FY22, to date?

	<b>FY21</b>	<b>FY22 (to date)</b>
<b>MPD</b>	63	23
<b>HAPD</b>	0	0

53. In FY21 and FY22, to date, how many decisions sustaining police misconduct allegations were forwarded to MPD?

<b>FY21</b>	<b>FY22 to date</b>
17	6*

\*one decision was for two cases that were linked together, so 7 cases have been forwarded to MPD.

54. What were the outcomes of cases referred to MPD in FY21 and FY22, to date? How many cases were upheld by a final review panel?

**FY 21**

There were no Final Review Panels in FY 21.

<b>Complaint Number</b>	<b>Discipline Determination</b>	<b>Complaint Number</b>	<b>Discipline Determination</b>
19-0511	15-day suspension without pay	20-0388	PD 750
19-0682	25 & 12-day suspension without pay	20-0584	PD 750
20-0462	Officer resigned	20-0671	Official Reprimand
19-0723	PD 750	20-0742	PD 62-E; Education Based Development; Letter of Prejudice
19-0732	Pending	20-0638	Pending
20-0223	PD 750	20-0777	PD 62-E
20-0233	Education Based Development	21-0041	PD 62-E
20-0247	Letter of Prejudice; Officer Resigned	21-0123	PD 750

**FY22 (to date)**

There have been no final review panels in FY22 to date.

<b>Complaint Number</b>	<b>Discipline Determination</b>	<b>Complaint Number</b>	<b>Discipline Determination</b>
20-0644	Pending	21-0072 & 21-0074	Pending
21-0014	Pending	21-0259	Pending

21-0453	Pending	21-0233	Pending
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55. How many matters were referred to the U.S. Attorney’s Office for possible criminal prosecution pursuant to D.C. Official Code § 5-1109 in FY21 and FY22, to date?

FY21	FY22 to date
27	6

56. How many officers were the subject of multiple allegations of misconduct in FY21 and FY22, to date?

FY21	FY22 to date
191	11

57. What trends did OPC observe in the demographics of officers who were the subject of a complaint in FY21 and FY22, to date?

**FY21**

Male officers made up 82% of all complaints filed and female officers were the subjects of 18% of complaints received in FY21. Black officers accounted for about 46% of complaints, White officers accounted for 37% of complaints, and Hispanic/Latino officers accounted for 13% of complaints. Furthermore, Asian officers accounted for 4% of all complaints in FY21, while Multi-Racial and Middle Eastern officers accounted for less than 1% of all complaints. Compared to the department overall, younger officers receive a higher proportion of complaints: officers younger than 35 comprise of 35% of officers and were the subjects of 47% of the complaints filed in FY21. Officers 35 to 54 were the subjects of 47% of complaints; and officers 55 and older were the subjects of 6% of complaints.

**FY22**

The demographics of officers in FY22 (so far) are similar to those in FY21 with 77% of the complaints filed being against male officers and 23% made against female officers. Similarly, Black officers made up 47% of all complaints, White officers made up 41% of all complaints, Hispanic/Latino officers made up 9% of all complaints, and Asian officers made up 3% of all complaints. Similar to FY21 younger officers received a higher proportion of complaints so far in FY22 with 46% of all complaints being against officers younger than 35. Officers aged 35-54

made up 47% of all complaints and officers 55+ made up 7% of all complaints. The demographic trends of officers with complaints are similar for both FY21 and FY22.

58. What trends did OPC observe in the demographics of complainants in FY21 and FY22, to date?

**FY21**

Both men and women in DC filed an equal number of complaints in FY21 (50% each). Black community members made up 66% of complaints filed, White community members were 18% of all complaints filed, Hispanic/Latino community members made up 6% of all complaints filed, Asian community members accounted for 8% of complaints filed, and community members of other races/ethnicities made up 2% of all complaints filed in FY21. Complainants younger than 35 accounted for 41% of complainants in FY21, complainants aged 35 to 54 comprised of 44% of complaints filed in FY21, and community members 55+ comprised 15% of all complaints filed in FY21.

**FY22**

The demographics of community members filing complaints in FY22 (so far) are similar to those in FY21. Men so far in FY22 have made up 51% of all complaints filed and women community members have made up 49%. There has been an increase in Black community members and community members of other Race/Ethnicities filing complaints in FY22 with 77% and 4% respectively. There has been a slight decrease in White, Hispanic/Latino, and Asian community members filing complaints in FY22 with 13%, 2%, and 4% respectively so far. Compared to FY21 community members younger than 35 are filing a similar proportion of complaints with 42% thus far in FY22. There has been a slight increase the proportion of community members aged 35 to 54 filing complaints in FY22. Lastly, there has been a slight decrease in the proportion of community members aged 55+ filing complaints in FY22 with 11%.

59. What trends did OPC observe related to allegations of excessive force in FY21 and FY22, to date?

In FY21 there were 192 complaints for force. This is 15% of the total complaints for the fiscal year.

In FY22, so far there have been 46 complaints for force, which is 11% received so far this year.

- a. What about trends related to allegations of excessive force at First Amendment assemblies?

OPC had 17 complaints related to First Amendment assemblies filed in FY21 with 12 having at least 1 allegation of force. In FY22 so far, we have not had any complaints filed in relation to

excessive force at First Amendment assemblies. This does not provide enough data to determine trends.

- 60. 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 caseload per investigator is 7. OPC investigators usually average around 7-10 cases which reflects best practices.

- 61. What was the average length of time it took to resolve a complaint in FY21 and FY22, to date?

FY21	FY22 to date
76 days	110 days

- 62. Please discuss any community outreach conducted in FY21 and FY22, to date, and any planned outreach for the remainder of FY22.

In FY21, OPC conducted and participated in more than 25 outreach events throughout the District of Columbia and five events in FY22, to date.

OPC continued its outreach efforts to the youth by conducting its Student Interactive Training program virtually for the D.C. Department of Parks and Recreation I.M.A.G.E. summer camps. Additionally, OPC expanded its youth outreach by presenting to young adults employed at Paul Public Charter School through the Mayor Marion S. Barry Summer Youth Employment Program.

The agency also conducted a Know Your Rights session for The Literacy Lab Leading Men Fellowship and presented to college students at the University of the District of Columbia Community College and law students at American University Washington College of Law. Further outreach to college students included OPC’s participation in several informational fairs hosted by local universities and law schools, including American University, Georgetown Law Center and American University Washington College of Law.

In continuing its outreach to the District’s immigrant community, the agency participated in the Washington English Center winter and summer Virtual Community Service and Health Fairs. OPC also conducted several information sessions for adult students at Briya Public Charter School.

Additionally, OPC participated in podcasts and panel discussions hosted by the National Center for Victims and Crime, Georgetown Law Innovative Policing Program, The Lab @ DC, Howard University and the American Bar Association Young Lawyers Division on police reform and

reimagining the role of police stops in public safety. The agency will continue these efforts in FY22.

- 63. Emergency and temporary policing reform legislation passed by the Council empowers the Executive Director, upon the discovery of “evidence of abuse or misuse of police powers that was not alleged by the complainant in the complaint,” to initiate the Executive Director’s own complaint against the subject police officer. How many times has that new authority been used in FY21 and FY22, to date? Please explain.

FY21	FY22 to date
14 cases	4 cases

These numbers reflect the cases where investigators identified potential misconduct that was not alleged by the complainant. The cases were then referred to the Executive Director for approval to add the allegations to the investigations.

- a. To your knowledge, what efforts have been made by the Executive to fill the PCB seats required by this legislation?

OPC has received no information on efforts to fill PCB vacancies.